

ANNUAL REPORT 2009-2010



NDS
National Disability Services

National Disability Services Annual Report 2009–2010

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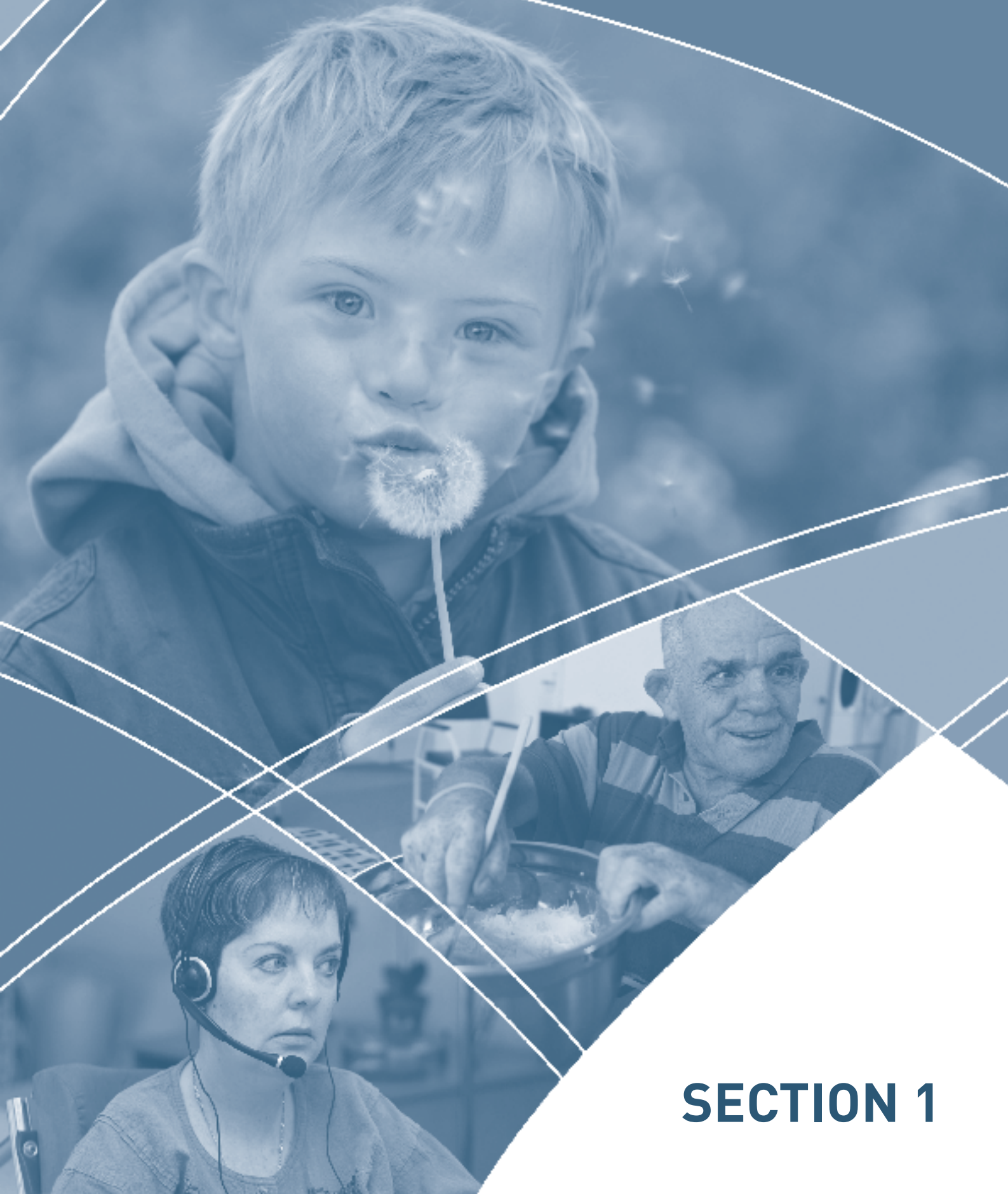
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NDS would like to acknowledge and sincerely thank the many people who have agreed to allow photographs of themselves at work and in the community to be used in various NDS publications. We also thank our members who were instrumental in arranging for the photographs to be taken.

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NATIONAL REPORTS



SECTION 1



Tim Walton,
President



Ken Baker,
Chief Executive

FROM THE PRESIDENT AND CHIEF EXECUTIVE

The prospect of major national policy reform – embodied in the proposals for a National Disability Insurance Scheme and the National Disability Strategy – has boosted expectations in the disability sector. But, in the immediate term, many NDS members continue to struggle with significant financial, compliance and demand pressures.

POLICY ADVICE

NDS's policy work expanded during the year. National submissions (an average of one every fortnight) encompassed a broad range of topics, indicating NDS's engagement with portfolios beyond disability. They included advice to the Parliamentary Inquiry into Ageing, several submissions to Fair Work Australia in relation to award modernisation and the 'equal remuneration case' for social and community services workers, a response to the Model Occupational Health and Safety Act, a submission to the Australian Government on its draft report to the United Nations on the Rights of Persons with Disabilities, responses to the draft National Compact with the Not-for-profit Sector, the Review of the

Disability Service Standards, the proposed National Standards for Out-of-home Care, and the draft National Arts and Disability Strategy.

There were intense negotiations with government in regard to the 2010–12 Disability Employment Services contract (both during its development and its implementation), with NDS represented on key advisory groups. As part of the new contract, NDS is administering a Capacity Building Fund project to assist 'low-performing' organisations to lift their star ratings. Negotiations with the government on the next contract will be a priority in the year ahead.

NDS led a successful campaign to overturn a 'freeze' on funding to Australian Disability Enterprises (ADEs) revealed in the 2010 Federal Budget. The government agreed to \$4.5 million additional funding, a suspension of Disability Maintenance Instrument (DMI) assessments, and a review of case based funding levels in the year ahead.

FaHCSIA funded a position at NDS to capitalise on the revised Commonwealth Procurement Guidelines which allow government agencies to by-pass an open tender process when purchasing from ADEs. The funded position has improved awareness across the Australian Public Service about ADEs and facilitated contact and contracts with ADEs. NDS

“NDS led a successful campaign to overturn a 'freeze' on funding to Australian Disability Enterprises revealed in the 2010 Federal Budget.”

organised a National Expo in Canberra in June 2010, which brought together ADEs and several hundred government officials.

The proposal for a National Disability Insurance Scheme (NDIS) gained significant momentum during the year. Recognition has grown among policy-makers that the current disability services system is unsustainable and, in November 2009, the Prime Minister announced that the Productivity Commission would conduct an inquiry into the feasibility of a national disability scheme.



That inquiry commenced in April 2010 with the release of a comprehensive Issues Paper.

Two critical tasks for NDS and the disability sector are:

- influencing the re-design of the disability services system (initially through the Productivity Commission's inquiry) so it reflects the principles of entitlement, sustainability, equity and informed choice
- building public support for the NDIS proposal.

NDS met with the Productivity Commission on several occasions and conducted consultation forums with members in all states and territories to assist the development of a substantial submission to the inquiry.

NDS members contributed generously to a campaign fund established to promote the NDIS, enabling the appointment of former NSW Minister, John Della Bosca, as National Campaign Director. A tripartite national steering committee (consisting of representatives of service providers, people with disability and family carers) was formed to guide the campaign.

When Prime Minister Rudd announced the establishment of the Productivity Commission inquiry he also announced that the National Disability Strategy would be referred to the Council

of Australian Governments (COAG). The National Disability Strategy is a whole-of-government, 10-year plan to advance the inclusion and rights of people with disability across social, economic and civic life. Elevating it to COAG is significant in achieving whole-of-government 'ownership'.

The NDIS and the National Disability Strategy are potentially large and far-reaching policy developments. To help respond to them and other complex policy challenges, NDS gratefully received a NSW Government grant of \$2 million over three years to establish a National Policy Research Unit commencing in 2010–11. This unit will enhance NDS's capacity to provide high-level, research-based advice to governments and support to members across Australia. It will help establish an evidence base for good policy and service practice.

NATIONAL CONFERENCES

NDS hosted three national conferences in 2009–10.

The Employment Forum, held over three days in Sydney, combined with the Workability International Conference to attract over 600 people. Keynote speakers included Bob Chamberlin, President and CEO of the United States organisation NISH, who spoke about using government's purchasing power to generate employment for people with disability. NDS organised meetings between him and senior officials in the federal government and the opposition.



E. Robert Chamberlin, President and Chief Executive Officer of NISH, United States speaking to the NDS Employment Forum & Workability International Conference, Hilton Hotel, Sydney

“The proposal for a National Disability Insurance Scheme gained significant momentum during the year.”

In May 2010, a combined National Accommodation and Social Participation Conference on the Gold Coast attracted 450 registrations and explored the challenges associated with managing change. Californian Jeff Strully, Executive Director of Jay Nolan Community Services, spoke engagingly about his experiences in transforming his organisation to be person-centred.

The annual CEO Meeting in December in Canberra attracted 230 leaders from NDS member organisations and focused on large policy developments and the provision of management advice. Bill Moss, AM delivered the Kenneth Jenkins Oration and attracted media attention for his criticism of inaccessible airlines.



Bill Moss AM, Chairman, Moss Capital speaking at the NDS 2009 CEO Meeting, Hyatt Hotel, Canberra

INFORMATION AND ALLIANCES

Around Australia, NDS issued 538 News Updates during the year, alerting members to regulatory changes, policy consultations, professional development forums, funding opportunities and key reports. NDS's re-developed website (with improved search functions, accessible information and modern design) was launched.

NDS is a founding member of the National Disability and Carer Alliance, which includes the peak national associations for people with disability and family carers. The Alliance meets regularly, with promoting the NDIS as its primary goal.

NDS convenes the Sensory Disability Forum to assist organisations with an interest in blindness and deafness issues in developing common priorities and work in concert. NDS's relationship with the Australian Blindness Forum continued as a mechanism enabling NDS to connect with and promote issues of importance to the blindness and low-vision sector.

The National Roundtable of Non-profit Organisations, of which NDS is a founding member, focused on promoting the Productivity Commission's seminal report into the not-for-profit sector.

NDS is also a member of the Australian Tax Office's Charities Consultative Committee, a key source of advice for the ATO on not-for-profit issues.

With the assistance of Diversity@Work, NDS developed and adopted a Disability Action Plan. It was developed to ensure that NDS's practices across the organisation are aligned with its mission to improve access and opportunities for people with disability.

MEMBERS AND STAFF

Membership grew during the year. Members and associates now total 800, compared with 780 in 2008-09, and 640 five years ago.

NDS relies extensively on members' participation in its governance structure and policy formation processes. The eight state and territory committees, which help ensure that NDS is responsive to local priorities, include more than 90 representatives. NDS's national board includes the eight state and territory chairs and an additional six directly-elected members. National committees, which advise on policy, link to state-based policy sub-committees or networks. In some states, regional meetings enhance the flow of information to and from members. In all, this structure supports a robust system of governance and consultation, which strengthens NDS. We are thankful to members for their willingness to assist NDS with their skills and experience.

“NDS issued 538 News Updates during the year, alerting members to regulatory changes, policy consultations, professional development forums, funding opportunities and key reports.”

Across all its offices, NDS employs more than 70 staff members to implement its strategic directions and priorities and to manage its projects. Their considerable commitment, initiative and skill are a great asset to NDS.

FINANCES AND GOVERNANCE

NDS ends the year with a healthy surplus, with the NSW Division the main contributor to this surplus. The company has a strong cash position, although most of the cash held is unexpended project income.

Government projects have been the principal source of NDS's growth over recent years. In the year ahead, an estimated 65% of NDS's income will come from this source. Among these projects are:

- the Companion Card Project in WA and NSW
- Disability Safe (occupational health and safety) in Victoria and NSW
- the Disability Parking Scheme in WA
- carecareers (workforce recruitment) in NSW
- quality improvement projects in Queensland, the Northern Territory and Victoria
- improved engagement of Aboriginal people with disability services
- governance training in several states and territories.

With the growth of NDS's income, staffing and projects over the past several years, the board's focus on risk management has increased. In revising NDS's Strategic Plan in 2010, the board emphasised the importance of effective internal systems and procedures in areas such as finance and HR. It instigated a Financial Management, Reporting and Treasury Review undertaken by board member and CPA Fellow Max Dyason. The review recommended a range of improvements, which NDS is implementing.

The board commenced a review of Divisional Governance Policies, with the aim of clarifying the powers and responsibilities of state/territory

committees. This review will be completed early in 2011.

The board also endorsed changes to NDS's organisational structure, including the expansion of the Chief Operating Officer's role. The changes will help NDS manage its increased policy workload, allow greater focus on operational requirements and respond to the opportunity presented by project growth in some state divisions to build capacity across the organisation.

NDS is grateful for the support it receives from the Australian Government and all state and territory governments. This funding assists NDS to develop sound policy advice, provide relevant information to service providers, and assist the sector to build its capacity and improve services to people with disability.

Tim Walton
President

Ken Baker
Chief Executive



From Left: The Hon. Bill Shorten MP, Parliamentary Secretary for Disabilities & Children's Services, Tony Lund, NDS President, Tracey Fellows, Managing Director, Microsoft Australia, and Ken Baker, Chief Executive, NDS at the 2009 Workability International and NDS Employment Forum.

“Membership grew during the year. Members and associates now total 800, compared with 780 in 2008–09, and 640 five years ago.”

NDS STRATEGIC DIRECTIONS 2007-2011

1. EQUIP MEMBERS TO ADAPT TO THE NEW WORLD

Disability service providers face a demanding future: a rising tide of regulations, intensifying competition, increased accountability and reporting requirements from governments. The financial pressure on organisations is increasing, placing at risk their ongoing viability.

To survive, or indeed thrive, in this complex world, service providers require systems to collect and manage data; skills in preparing tenders and identifying evidence of outcomes; sound internal auditing systems, and well-developed business planning and financial skills. They have to make astute judgements about the optimal structure and configuration of their organisation.

Service providers need to work out how to comply with stringent obligations regarding occupational health and safety without compromising their mission to expand the opportunities and choices available to people with disability.

The rise of individualised funding is driven by attractive values such as consumer choice and personal empowerment; but the design, implementation and management of individualised funding models – depending on which version is chosen – raise complex and contentious issues.

ACTIONS IN 2010 –2011:

1. NDS will continue to support Members by:
 - a. informing members about this new world
 - b. assisting members with skills and strategies to achieve sustainability
 - c. influencing governments to reduce red tape and implement funding models that fully reflect the cost of service delivery, including compliance

2. IDENTIFY AND RESPOND TO THE UNMET NEED AND CHANGING DEMAND FOR DISABILITY SERVICES

The disability services system is under severe strain. Every jurisdiction has queues for disability services, including accommodation support, respite, community access, therapy, employment and assistive technology. Accelerating and re-shaping the demand for services are factors such as: population ageing, the growing prevalence of autism, increasing recognition of the rights of people with disability; and changing community expectations about the role of government.

The growing interest in a National Disability Insurance Scheme, which NDS has helped promote, presents a major opportunity to secure the fundamental system changes that are needed. Realising this opportunity will require a large, coordinated and sustained effort.

ACTIONS IN 2010 –2011:

2. NDS will strongly support the development of a national scheme which would provide equitable no-fault entitlement to disability services for all Australians who require long-term support.
3. NDS will promote the continued expansion of non-government disability services because they are generally more efficient, responsive and mission-driven than government services.
4. NDS will seek funding formulae from government that reflect the changing needs of clients

3. RESPOND TO WORKFORCE DEVELOPMENT, RECRUITMENT AND RETENTION ISSUES

Across the disability sector, service providers have difficulty recruiting and retaining appropriately qualified staff. Contributing to the shortage are the low public awareness of careers in disability services and the availability of more generous employment conditions among government-owned disability services. At the same time, more complex skills are required from disability support workers as service models and philosophies evolve. Rather than just providing personal care, workers now support individuals in managing personal relationships, in creating and pursuing their own goals in the community, in learning empowerment skills, and in managing challenging behaviours.

Staff quality is the most important determinant of service quality and should thus be a matter of interest to all stakeholders. Traditionally, investment in skills development in the cash-strapped disability sector has been low, but the demand for training and professional development to equip workers with relevant skills is growing.

ACTIONS IN 2010 –2011:

5. NDS will drive the workforce agenda with governments, including a continued close engagement with the development of the National Disability Workforce Strategy.

4. REDUCE CROSS-PROGRAM BARRIERS THAT PREVENT SERVICES FROM RESPONDING TO THE NEEDS OF PEOPLE WITH DISABILITY.

Bureaucratic and jurisdictional boundaries are barriers for people with disability whose service needs are complex or alter as they reach a new life stage. These barriers adversely affect people ageing in group homes unable to access community aged care programs. They affect people moving from school to employment. They affect people wishing to retire from supported employment.

Commitments in the 2002-07 CSTDA to improve linkages across government programs and access to generic services delivered little. The new National Disability Agreement includes a commitment, which NDS helped secure, to make community aged care package funding available to people ageing in group homes. The development of a National Disability Strategy provides an opportunity to advance a whole-of-government perspective.

As the only organisation that represents the broad spectrum of service providers at national and state levels, NDS is uniquely placed to negotiate across programs and levels of government to find solutions to cross-program barriers.

ACTIONS IN 2010 –2011:

6. NDS will continue to work at finding solutions to reduce cross program barriers, including through influencing the development of the National Disability Strategy

5. PROMOTE SERVICE IMPROVEMENT THROUGH PROMOTING RESEARCH AND DISSEMINATING RESEARCH FINDINGS

Governments invest little in disability research. The third CSTDA committed governments to spend collectively only \$400,000 a year on research and development. NDS sought and welcomed the increase in research funding which Ministers announced in March 2008.

Good research and reliable data are needed to drive service development and improvement, and to inform budgetary planning. NDS is not a research institute, but can influence or partner with professional research bodies to initiate research projects that will enhance the quality of service provision and convince governments that their funding purchases cost-effective and valuable outcomes.

ACTIONS IN 2010 –2011:

7. NDS will engage with stakeholders to develop a national disability research agenda that is responsive to the needs of the sector.

6. BE SEEN AS THE PEAK VOICE FOR DISABILITY SERVICE PROVIDERS

To achieve the above strategic actions NDS needs to be recognized by governments and others as the peak voice for disability service providers.

ACTIONS IN 2010 –2011:

8. NDS will continue to position itself as the leading non-government voice on disability service issues – an essential source of advice for both state and federal governments, MPs, media and peak bodies in allied fields. NDS will be seen as authoritative, reasonable and progressive in:
 - a. regular engagement with governments;
 - b. responding through the media to issues as they arise; and
 - c. promoting disability issues in the public arena where resources allow.

7. BUILD NDS'S CAPACITY, CONSISTENCY AND SUSTAINABILITY

A diversity of income sources is an important foundation for NDS's independence. Income from government, particularly project income, has grown in recent years. Some security lies in the fact that the sources of government funding for NDS are diverse, involving eight governments and many discrete projects. However, projects are time-limited, which presents the challenge of how to sustain their benefits when government funding ends; and they require good management skills to ensure that expectations are met and budgets are managed.

To position itself effectively as a strong, influential and consistent voice for disability services, NDS must function effectively and efficiently as a national organisation. NDS will ensure that its governance arrangements, its structures, its systems and processes, its exchange of information across offices and its utilisation of staff skills enable this to be achieved.

ACTIONS IN 2010 –2011:

9. NDS will further improve its financial sustainability by broadening its funding base
10. NDS will ensure it is functionally and structurally sound by reviewing its governance policies and the implications for organizational structure
11. NDS will improve the effectiveness and efficiency of its processes and systems by reviewing and improving the standards and integration of its Financial, HR, Risk Management, Quality and Communication systems
12. NDS will review its capability for developing and managing ongoing commercial projects and businesses.



ABOUT NDS

National Disability Services is the peak industry body for non-government disability services. Its purpose is to promote and advance services for people with disability. It represents 700 non-government organisations, which collectively support people with all forms of disability. NDS's members range in size from small support groups to large multi-service organisations, and are located in every state and territory across Australia.

STRUCTURE

NDS has a national office in Canberra and offices in every state and territory. The organisation, as a whole, is governed by a board which includes the elected chair from each state and territory, as well as representatives elected directly by members.

ORIGINS

Formerly ACROD, NDS can trace its roots back for more than 60 years. In 1945, state and territory bodies formed the Australian Advisory Council for the Physically Handicapped to assist with national coordination. In 1963, in response to disability service providers' realisation that they had many common interests regardless of the particular group they served, the Australian Council for the Rehabilitation of the Disabled was established. This evolved into ACROD which, in early 2007, became National Disability Services to provide a strong inclusive and enlightened voice for disability service providers from across Australia.

MEMBERSHIP BENEFITS

Information

Given the complex challenges confronting the disability sector, up-to-date information is an essential resource for service managers. NDS's members receive a flow of timely information and analysis regarding not only government policies, programs and funding contracts, but also service delivery and management issues such as governance, risk, quality assurance and fund raising. Members receive information via publications, state forums, national conferences and issues-based committees and networks.

Policy influence

NDS provides a robust, independent and rational voice to governments—federal, state and territory—on behalf of disability service providers. NDS bases its positions on consultation with members, supported by research and argument. Through NDS, members have an opportunity to influence government policy.

Networking

NDS provides members with opportunities to meet each other, exchange information and, if they wish, form mentoring relationships or business partnerships. NDS networks foster service improvement.

Corporate relationships

NDS is establishing corporate relationships which offer exclusive member benefits. These are being developed to assist our members and the services they provide.



NDS BOARD

President (Current)	Tim Walton , Elected Member (from December 2009) Chief Executive Officer, Australian Foundation for Disability
President (Previous)	Tony Lund , Chairperson NSW Division (until December 2009) Chief Executive, Disability Services Australia
Vice-President (Current)	Diana Heggie , Elected Member (from December 09) Chief Executive Officer, SCOPE (Vic) Ltd
Vice-President (Previous)	Lynn Quirk , Elected Member (Vice-President until December 2009) Chief Executive Officer, Connect2Group Inc.
	Liz Bishop , Elected Member Chief Executive Officer, St John of God ACCORD
	Peter Callaghan , Chairperson QLD Division Chief Executive Officer, Community Solutions Inc.
	Kirsty Carter , Chairperson NT Division Executive Director, Top End Association for Mental Health Inc.
	David Coe , Chairperson TAS Division (until September 2009) Manager Corporate Services, Oak Tasmania
	Richard Dent , Chairperson VIC Division Chief Executive Officer, E.W. Tipping Foundation
	Max Dyason , Chairperson SA Division (from September 2009) Chief Executive, Bedford
	Sue Healy , Chairperson ACT Division Executive Director, Sharing Places
	Joan McKenna-Kerr , Chairperson WA Division Chief Executive Officer, Autism Association of Western Australia
	Anthony Putt , Elected Member Chief Executive Officer, Central Access Limited
	Glenn Rappensberg , Chairperson SA Division (until September 2009) Chief Executive, Novita Children's Services
	Andrew Richardson , Elected Member Chief Executive Officer, The Wheelchair and Disabled Association of Australia
	Gordon Trewern , Chairperson WA Division (until October 2009) Elected Member (from November 2009) Chief Executive Officer, Nulsen
	Dale Luttrell , Chairperson TAS Division (from September 2009) Chief Executive Officer, Eskleigh Foundation Inc.
Chief Executive	Ken Baker
Company Secretary	Ken Baker , Chief Executive, NDS
Auditor	Ascent



Tim Walton



Tony Lund



Diana Heggie



Lynn Quirk



Liz Bishop



Peter Callaghan



Kirsty Carter



David Coe



Richard Dent



Max Dyason



Susan Healy



Joan McKenna-Kerr



Anthony Putt



Glenn Rappenburg



Andrew Richardson



Gordon Trewern



Dale Luttrell

NDS NATIONAL COMMITTEES

NDS's national committees provide advice to the Chief Executive on relevant policy matters. This information is then channelled through the Chief Executive to the NDS Board.

They also facilitate information exchange among NDS's members and monitor developments within states and territories in order to identify common trends, service innovation and nationally significant issues.

The national committees, with their corresponding Chairperson and NDS Representative, are as follows:

NATIONAL COMMITTEE ON ACCOMMODATION

Committee Chair

Darren Ginnelly

Chief Executive
My Place Foundation

NDS Representative

Monique Williamson

Manager, Policy
NDS Western Australia

NATIONAL COMMITTEE ON AGEING AND DISABILITY

Committee Chair

Diana Heggie

Chief Executive Officer
SCOPE (Vic) Ltd

NDS Representative

Philippa Angley

National Policy Manager
NDS National

NATIONAL COMMITTEE ON AUSTRALIAN DISABILITY ENTERPRISES

Committee Chair

Robert Styling AFSM

General Manager Human Resources
Phoenix Society Inc

NDS Representative

Paul Musso

Policy Advisor
NDS National

NATIONAL COMMITTEE ON CHILDREN, YOUNG PEOPLE AND THEIR FAMILIES

Committee Chair

Glenn Rappensberg

Chief Executive
Novita Children's Services

NDS Representative

Annemarie Ashton

Policy Officer
NDS National

NATIONAL COMMITTEE ON OCCUPATIONAL HEALTH AND SAFETY

Committee Chair

Phil Farrow

General Manager, Government and Sector Relations
Bedford Industries Inc

NDS Representative

Susan Smith

Project Manager Disability Safe
NDS New South Wales

NATIONAL COMMITTEE ON OPEN EMPLOYMENT

Committee Chair

Kerrie Langford

Chief Executive Officer
Advance Personnel

NDS Representative

Jennifer Kitchin

Senior Policy Advisor
NDS National

NATIONAL COMMITTEE ON SOCIAL PARTICIPATION

Committee Chair

Grant Vukasinovic

Programs Manager
Greenacres Disability Services

NDS Representative

Philippa Angley

National Policy Manager
NDS National

NATIONAL WORKFORCE COMMITTEE

Committee Chair

Marsha Sheridan

Director
Synthesize Consultancy

NDS Representative

Valmae Rose

State Manager
NDS Queensland



Senator the Hon Mark Arbib, Minister for Employment Participation addressing the 2009 Workability International and Employment Forum conference

NATIONAL OFFICE STAFF

SENIOR MANAGEMENT TEAM

Ken Baker Chief Executive
Patrick Maher Chief Operating Officer

EXECUTIVE SUPPORT

Rebecca Gardner Personal Assistant to the Chief Executive and National Office Manager (until December 2009)
Catherine Jones Personal Assistant to the Chief Executive and National Office Manager (from January 2010)

POLICY

Philippa Angley National Policy Manager
Jennifer Kitchin Senior Policy Adviser
Margaret Verick ABF Project Officer (until February 2010)
Annemarie Ashton ABF Project Officer (from March 2010)
Paul Musso Policy Advisor, Australian Disability Enterprises
Margaret Gadd Asia Pacific Project Officer

HUMAN RESOURCES

Jeannette Kruk Human Resources Manager

FINANCE

Craig Rudd Financial Controller (until March 2010)
Frank Benito de Valle Acting Financial Controller (from February 2010)
Aphrodite Ioannou Accounts Assistant
Genevieve Bartlett Accounts Clerk (from May 2010)

MEMBERSHIP

Emerson Riley Membership Services Officer

CONFERENCE MANAGEMENT UNIT

Julie Walton National Events and Conference Manager
Sarah Maguire Administration and Events Coordinator



National Staff from left, Paul Musso, Frank Benito de Valle, Jeannette Kruk, Patrick Maher, Ken Baker, Annemarie Ashton and Sarah Maguire. Absent: Philippa Angley, Julie Walton, Rebecca Gardner, Emerson Riley, Margaret Gadd, Jennifer Kitchin, Margaret Verick, Louise Gray, Catherine Jones.

STATE AND TERRITORY COMMITTEES

AUSTRALIAN CAPITAL TERRITORY

Chair	Sue Healy
Vice-Chair	Kerrie Langford
Committee Members	Maureen Cane Paula Chemello Jacinta Cummins Miranda Garnett Hilary Martin Cheryl Pollard Tina Siver Eric Thauvette
ACT Manager	Louise Gray (until May 2010)
Project Officer	Rebecca Gardner (until June 2010)

NEW SOUTH WALES

Chair	Tony Lund (until December 2009) Tim Walton (from December 2009)
Vice-Chair	Andrew Richardson
Committee Members	Max Bosotti Anne Bryce David Hogg Pennie Kearney Hugh Packard Neil Preston Allan Young Rob White Adrian Ford
NSW Manager	Patrick Maher

NORTHERN TERRITORY

Chair	Kirsty Carter
Vice-Chair	Vicki O'Halloran
Committee Members	Penny Fleming Peter Joyce Greg McMahon Elizabeth Reid Joseph Smith Jenny Upton
NT Manager	

QUEENSLAND

Chair	Peter Callaghan
Vice-Chair	Mark Henley
Executive	Joanne Jessop
Executive	Judy Mayfield
Committee Members	David Barbagallo (from September 2009) Kaye Deeley Judy Dickson Robert Evelyn Lynn Quirk Angela Tillmanns Pat Thompson (until February 2010) Bev Watkinson
QLD Manager	Valmae Rose

SOUTH AUSTRALIA

Chair	Max Dyason (from September 2009) Glenn Rappensberg (until August 2009)
Vice-Chair	Greg Box
Committee Members	Geoff Blackwood Paul Creedon Judy Curran Aileen Dawson Robert Depold Michael Forwood Deb McGrath (from March 2010 to April 2010) Susan McInerney (until November 2010) Jon Martin (from April 2010) Nick Mihalaras Cathy Miller (from June 2010) John Simpson
SA Manager	Noelene Wadham

TASMANIA

Chair	Dale Luttrell
Vice-Chair	Paul Byrne
Committee Members	Donna Bain Deborah Byrne Steve Daly Rhonda Duharte Karen Frost Geraldine Harwood Kevin Kreiner Darryl Lamb Janette Martin Paul Mayne Michael Sertori (until February 2010) Darryleen Wiggins
TAS Manager	Margaret Reynolds

VICTORIA

Chair	Richard Dent
Vice-Chair	Liz Bishop
Committee Members	Kathryn Arndt Rohan Braddy Warwick Cavanagh Kevin Craig (until December 2009) Estelle Fyffe Diana Heggie Valerie Lyons Shane Molloy Anthony Putt Sanjib Roy (co-opted) Pam Ruecker Scott Shepherd Daryl Starkey Mel Warner
VIC Manager	Kerry Presser (until January 2010) Rhonda Lawson Street (from March 2010)

WESTERN AUSTRALIA

Chair	Joan McKenna Kerr
Vice-Chair	Michael Tait
Committee Members	Lee Best Gerri Clay Helen Dullard Darren Ginnelly Judy Hogben Kathy Hough Hayley Horwood Debbie Karasinski John Knowles Greg Lewis Marcus Stafford Gordon Trewern Tony Vis
WA Manager	Carlo Calogero

STATE & TERRITORY REPORTS



SECTION 2



Sue Healy, Chair

AUSTRALIAN CAPITAL TERRITORY

POLICY ADVICE AND CONSULTATION

NDS ACT continued to be proactive in driving collaboration and the development of policies to assist the disability sector. This was achieved through discussion within the sector and with government, to facilitate better outcomes for members through their operations and the services that they delivered to their clients.

NDS ACT was represented at a number of ACT Legislative Assembly Inquiry hearings, such as the Inquiry into Public Accounts, the Inquiry into Respite Services and the Inquiry into the Needs of Students with Disability. Submissions were lodged in a number of areas including the ACT Strategic Plan for Positive Ageing, the ACT Social Hub Progress and the Shaddock Report about special education in government and non-government schools.

NDS ACT was a member of the steering committee about supported accommodation for people with high and complex needs. We also participated in the ACT Government's review of the Individual Support Plan which included the development of models for managing funding packages and assessment of value for money in the costs of administration.

NDS ACT, as part of the ACT Disability Workforce Group, piloted the application of the NDS National Workforce Project outputs. We also participated in focus groups of the ACT Government's Review of Industrial Relations.

NDS ACT was also represented on ACT Government working parties and advisory groups such as the Interagency Transition Committee and the Disability Education Reference Group.

NDS ACT continued to co-chair, with Disability ACT, the Disability Service Providers' Forum.

INFORMATION

The professional development of members remained a strong focus for NDS ACT, and a number of information sessions and forums were held. These included Ageing and Disability Access to Support/ Transitions and Accommodation, Get to Know Your Sector, Accommodation Issues in the ACT, Developing and Defining our Workforce, Vulnerable People Checks, Risk Management, How to Write Successful Tenders, Portable Long Service Leave Issues, Planning for Emergency Evacuations and the National Disability Insurance Scheme, and an industry briefing on Outcomes Based Funding Models.

Professional development training, including the strategic roles of a peak committee, was provided for members of the NDS ACT Committee by Ms Carol Flynn. These sessions have been of great benefit to committee members.

NDS ACT members represented the membership on NDS National Committees for, Accommodation, Ageing and Disability, Australian Disability Enterprises, Children, Young People and Their families, and Open Employment, Social participation and Work-Force.

PROJECTS

The Strengthening the Sector Project was completed. As part of this project, NDS ACT developed and issued a Better Practice Guide which incorporated a range of key corporate and governance functions including risk management, planning, human resources, governance and financial management.

The ACT Government made note of the recommendations of the Strengthening the Sector Project Report, particularly concerning the rollout of the Service Plan developed through the project. Use of the Service Plan tool in the future will assist in enabling early analysis of disability service demand, capacity and case management. It will also assist with the management of service demand and enable service providers to develop evidence-based costing.

The 2010 NDS Joan Berry Scholarship was awarded to Douglas Humbert of LEAD. The funding will allow

Doug to upgrade his qualifications to enable him to expand his horticultural training support to people with disability in the ACT. The official award ceremony will take place in August. NDS ACT looks forward to receiving an increased number of applications for the Joan Berry Scholarship in 2011.

For the future, NDS ACT is seeking to work with the Department of Disability, Housing and Community Services on a project about managing the growing demand for disability services.



From left: Susan Healy (ACT Chair) and Louise Gray (ACT Manager)

“For the future, NDS ACT is seeking to work with the Department of Disability, Housing and Community Services on a project about managing the growing demand for disability services.”



Tim Walton, Chair

NEW SOUTH WALES

2009–10 marks a year of significant growth for NDS NSW. Such growth is not possible without a strong foundation and proven success in both policy and projects—two key platforms from which NDS NSW has excelled over the past 12 months. Working closely with the sector and in partnership with the NSW Minister for Disability Services, Ageing, Disability and Home Care (ADHC) and the Department of Human Services, NDS NSW has played a pivotal role in building the capacity of disability services. The ultimate aim of supporting a strong and diverse sector is to achieve quality outcomes for people with disability and their families, both now and into the future.

POLICY, ADVICE, INFLUENCE

NDS NSW has invested in its policy team over the past 12 months, which has led to the development of numerous policy positions and has influenced the direction of government policies and programs.

In 2009–10, NDS NSW was represented on more than 40 reference groups and working parties, providing high level advice to government. These included the Premier's roundtable on Stronger Together, the Community Services Service System Advisory Group for Keep Them Safe, the Department of Education and Training roundtable on the Australian Early Development Index, and the NSW Ombudsman's roundtable on probity. In addition, NDS NSW provides high level advice to ADHC on behalf of the sector about an array of issues including quality reform,

NDS's eight subcommittees in NSW provide a strong platform to advise the state manager, from which many policy positions and papers are developed. NSW member input over the past year continued to play a key role in influencing national policies through the NDS committee structure. In addition, NDS NSW continues to convene member roundtables on critical issues including child protection, hospitalisation of people with disability, transition to work programs and the self-managed model.

The nine NDS NSW quarterly regional meetings continued to be a success, with a greater emphasis placed on maximising participation of members and encouraging the amalgamation of consultative processes with our regional meetings.

PROJECT SUCCESS

The growth in NDS NSW projects in recent years has been significant, enabling us to attract an expansion of income from government. This year has been no exception, with many milestones achieved across all projects providing the sector with substantial benefits.

Initial projects funded by the Industry Development Fund have commenced, including the extension and expansion of the innovative Aboriginal Resources and Pathways Project as well as the extension of the highly successful Disability Safe Project.

To assist the sector in attracting, recruiting and retaining staff, the Workforce Recruitment Project achieved significant milestones during 2009-10. These include the successful launch of a sector employment brand—carecareers; a dedicated careers advisory and talent management service; an award winning multi-media campaign, television program and PR campaign; a highly engaging schools and university project; and a web portal, community hub and jobs board supporting job seekers, existing sector hires and employers.

These activities have enabled carecareers to assist more than 720 NSW employers, post more than 2,100 vacancies from frontline support to corporate management roles, process more than 6,500 job applications, attract 4,000 individuals to join its sector talent pool and inspire over 185,000 people to discover more about a care career. Given these successes and the opportunity for carecareers to improve sector workforce outcomes, the Workforce Recruitment Project has received additional ADHC funding for 2010–12.

Building the capacity of the service system is a key focus of the projects that NDS NSW has carriage of. Identifying and supporting best practice is the cornerstone of the Good Governance Project. Based on the 'It's Your Business' manual developed by ADHC, this project is developing the skills and knowledge of boards and CEOs around critical governance issues, through regional forums and access to subject matter experts for tailored consultancy support.

Since its launch in March 2008, just over 5,000 people have been issued with a Companion Card in NSW. The participation and inclusion of people with disability in the community is the centrepiece of much of NDS NSW's work, with the Companion Card Project proving to be a highly successful mechanism in achieving this for people with severe, profound and lifelong disability who require support to access their community.

ONE STRONG VOICE

NDS NSW proudly forms part of the national NDS structure, working closely with our national, state

and territory colleagues to improve the quality of services for people with disability and their families across the country. Sharing opportunities and expertise across all jurisdictions is achieving greater outcomes for our members.

The number of staff members at NDS NSW has grown significantly over the past year, bringing with it an expansion of knowledge, expertise and commitment. NDS NSW relies heavily on its staff to implement strategic directions and priorities, and the quality of these people is to be applauded.

In looking to the year ahead, the key priorities for NDS NSW and the sector include the government's commitment to the second five-year phase of Stronger Together, funded SACS Award increases, and working for a viable, equitable and sustainable service system across issues such as packaged support, respite services and sector development.

NDS NSW welcomes the challenges that lie ahead and looks forward to continuing to work in partnership with members and government.



From left: Jane Johnstone, Katherine McLellan, Rhonda Yanitsas (Prentice), Gail Day, Kieren Purnell, Megan Sandford, John Gilroy, Patrick Maher, Anna La, Neil Murrell, Rhonda Crisp, Ross Mitchell, Jeffrey Tonge, Melissa Doyle, Paul Musso, Sue Smith, Kate More, Jean-Ann Jones, Amy Wang, Gordon Duff, Zoe Brissett, Emily Caska and Joanne Scott. Absent: Amy Wang, Berice King, Kylie Warner



Kirsty Carter, Chair

NORTHERN TERRITORY

INTRODUCTION

A major achievement of the 2009–10 financial year was the consolidation of NDS NT's presence with member organisations, the broader disability sector, local communities and the Northern Territory Government. Regular visits to regional centres were undertaken by NDS NT staff to strengthen engagement with disability service providers and people with disability in rural and remote areas.

ADVICE TO GOVERNMENT ON POLICY AND SERVICE DELIVERY

NDS NT has influenced the Northern Territory Government through its contribution to legislative reform and policy development. During 2009–10 NDS NT responded to the 'Review of Adult Guardianship in the Northern Territory' discussion paper, accepted a position on the working party to develop the Department of Health and Families' (DHF) 'Engagement Strategy with External Providers' and attended regular meetings with government officers. NDS NT also provided advice to DHF on a regular basis on those broader emerging issues identified through work related to the Quality Framework Project.

CONSULTATION AND REPRESENTATION WITH NDS NT MEMBERS

The restructure of the NDS NT Committee resulted in a more streamlined approach to the management of strategic issues, particularly those linked to the national disability reform

agenda. While the NDS NT membership pool is small compared with larger jurisdictions, the increasing enthusiasm and professionalism of members in tackling local issues and bringing a territory perspective to national forums, gathered momentum and will continue to strengthen.

NDS NT members who have participated in the Quality Framework Project have been an invaluable source of information regarding the challenges associated with the implementation of a quality system within a complex environment. Member input has confirmed that factors such as organisational size, location, cultural imperatives and multiple funding sources will require a very flexible and collaborative approach to quality improvement.

NDS NT membership is increasing as the value of the work undertaken by NDS NT is recognised by service providers across the Northern Territory.

INFORMATION AND NETWORKING

NDS NT staff was actively involved in the working party to develop the 2009 NT Disability Awareness Week program. The theme for the week, 'Celebrating Ability and Inclusion', was demonstrated through a range of events including the showcasing of employment opportunities, arts, crafts, drama, horticulture, sport and recreation. A highlight of the week was an outdoor radio broadcast that included interviews with both people with disability and service providers.

NDS NT regional forums were introduced in 2010 as a means of disseminating information and encouraging networking within the sector. Forums in Darwin, Katherine and Alice Springs have been very successful with increased numbers of NDS NT members, disability service providers and community members recognising the value of attendance. Service providers will be consulted on ideas for presentations for 2011 regional forums through a survey to be conducted late in 2010.

NDS NT has pursued opportunities with other peak bodies and service providers to work together on the presentation of information relevant to the community sector. NDS NT joined forces with NTCOSS and the NT Chamber of Commerce to present two highly successful information sessions on award modernisation in Darwin and Alice Springs in May 2010. NDS NT will continue to seek opportunities to work with peak bodies and organisations to deliver cost effective information and training sessions across the territory.

PROJECTS

NDS NT signed a three-year funding agreement with the Department of Health and Families (DHF) in 2008–09 to develop a quality framework for government and non-government services funded under the National Disability Agreement (NDA). The project is supported by a steering committee comprising representatives from NDS NT, disability service organisations, the community and DHF.

Project activity in 2009–10 included:

- a survey of quality systems currently used by disability service providers. The survey included an online questionnaire and individual interviews and resulted in an 80% return rate
- a desktop review of quality systems used by service providers who have a high Indigenous consumer base
- a literature review, complemented by visits to selected jurisdictions, to investigate quality frameworks.

Research findings provided a sound basis for the development of a quality framework for NDA funded organisations in the Northern Territory that will:

- employ a strong developmental and collaborative approach in all facets of its implementation
- respond and reflect sector views
- build a quality culture that establishes a foundation which reflects anticipated national, state and territory quality benchmarks
- be underpinned by DHF's Aged and Disability Program principles and relevant NT Government policy and direction
- acknowledge the need to cut 'red tape' through the mutual recognition of existing quality management systems
- promote best practice and expertise through the fostering of networking and sharing of ideas between service providers
- recognise the need for increased effort in the engagement of client groups in service delivery and service quality.

Targeted sector development is an important element of the project. Service providers in Darwin and Alice Springs undertook training in the areas of risk management, behaviour support management and financial management.

Sector development activity will continue in 2010–11 and will include 'Person Centred Thinking' workshops, a 'Good Governance Survey' of boards of management, and presentations on quality improvement and quality management systems.

At the close of the 2009–10 financial year pilot sites were under development. Organisations representative of the diversity of the Northern Territory disability sector will trial a quality improvement tool to determine the capacity and resources required to successfully complete self-assessment against recognised standards. The NDS NT Committee members and staff wish to acknowledge colleagues in the NDS NSW office for their continued support of the Quality Framework Project.

NDS NT looks forward to an exciting year ahead with the completion of the development phase of the Quality Framework and increasing opportunities for engagement with service providers and people with disability across the territory.



From Left: Karen Giele and Jenny Upton

“NDS NT membership is increasing as the value of the work undertaken by NDS NT is recognised by service providers across the Northern Territory.”



Peter Callaghan,
Chair

QUEENSLAND

ADVICE TO STATE GOVERNMENT ON POLICY AND SERVICE DELIVERY

NDS QLD has been active in the provision of advice to the state government across a range of matters including:

- a 10-year plan for supporting Queenslanders with disability
- regional service provider conversations with the Minister
- restrictive practices legislation drafting and implementation
- a common service agreement
- output based funding
- Growing Stronger reform agenda
- changes to criminal history processes and costs
- funding issues
- children's services
- compliance issues
- workforce issues.

Provision of advice occurs through a range of mechanisms, including:

- direct representation to Ministers and senior officers of the Department of Communities (Disability Services)
- representation to Director General and senior officers of the Department of Communities at quarterly whole of department meetings, and Disability Partnership Forum

- representation on the Governance Committee for the Queensland Compact.

CONSULTATION AND REPRESENTATION WITH NDS MEMBERS AND BROADER DISABILITY SECTOR

NDS QLD has actively sought input to policy positions from its members around a number of issues and made representation, both to government and other stakeholders, to ensure service provider interests are reflected and addressed.

Significant ground was made on negotiations around a whole of department Common Service Agreement and reimbursement of costs of Criminal History Checking. Less ground was made, in spite of significant input, to streamlining of the restrictive practice regulatory framework and shifting from supplementary to full cost funding arrangements. Work will continue on both of these issues.

NDS QLD was also a key driver in the development of the blue skies scenario – a broad-based vision for an alternate future for people with disability, their families and supporters in Queensland, which has been influential in informing the development of the 10-year plan.

The work of the blue skies group has also informed a Queensland based productivity commission submission around a Long-term Care and Support Scheme (National Disability Insurance Scheme).

Another significant piece of work for the year has been the research and development of the Economic Contribution of the Sector Report. NDS has gathered a range of data relating to workforce and the economic contribution of the sector to local communities in an effort to highlight the contribution of the sector at statewide and regional levels. For the first time, the work also provided an estimate of the number of people working in the disability sector in Queensland. The information has been beneficial in providing an understanding of the contribution of the sector to the Queensland state economy.

We were assisted in this work by the Centre for Philanthropy and Nonprofit Studies at QUT, and the generosity of a number of service providers who sponsored the purchase of a subscription for an economic modelling tool which enabled the calculation of the flow-on effects of the not-for-profit disability sector to the broader community. The not-for-profit disability sector represents approximately one-third of the total community services sector in Queensland.

Finally, NDS QLD has been an active participant on many reference groups, advisory bodies and committees. Examples are as follows:

- NGO/DSQ Partnership Forum
- Centre of Excellence Advisory Committee
- Compact Governance Committee
- State Workforce Consultative Forum
- National NDS Workforce Committee
- Health Consumers Qld Reference Group
- Qld Health Clinician Performance Support Service
- Education QLD Non-Government Centres Support (NSO Program) Reference Group
- Futures Forum
- Qld Health and Community Services Workforce Council.

INFORMATION AND NETWORKING

NDS QLD has continued to focus on supporting good practice in governance, continuous improvement and contemporary service delivery. Strategies include one-on-one support, small group workshops, and the establishment and facilitation of a range of communities of practice. A key example of this work is the 30 Mob Project which targets service managers from small to medium disability organisations, including those operating in regional and remote Queensland. This year, NDS was proud to accept a Queensland Workforce Innovation Award for this work.

NDS QLD has also hosted a number of Quality Learning and Development Network forums in Brisbane and surrounding areas which bring service providers together to discuss good practice quality system implementation. These have provided participants with the opportunity to embrace continuous quality improvement through sharing resources, tools and examples of contemporary practice.

To stimulate much needed debate around key policy issues, NDS QLD has commenced monthly People, Policy and Practice forums, all of which have been well attended.

NDS QLD has maintained a strong website presence to disseminate information on NDS activities and the outcomes of these activities across the state. YouTube and interactive forums have been trialled, the most effective of which has been the NDS QLD job board. NDS is in the process of rejuvenating all websites and encourages organisations to take advantage of the free online advertising of staff vacancies available on www.disabilitywork.org.au.

PROJECTS

Since 2004, NDS QLD has been assisting organisations with the implementation of the Disability Services Quality System in Queensland. This work will continue as part of the core business of NDS Qld through sector development initiatives.

The Organisational Planning Project, which has operated since 2006, was terminated at the end of June 2010. This project provided support to organisations to build strength in needs-based planning and to address a range of issues relating to compliance, leadership and sustainability. These activities have been in response to needs identified around planning processes, governance, relationship with government, and quality certification. Elements of this work will continue as part of sector development activities.

ACKNOWLEDGEMENTS

In conclusion, we acknowledge and thank all the members of the NDS QLD Committee for their contribution to the work of National Disability Services at both state and national levels. We acknowledge the significant contribution of the Department of Communities – Disability Services to the ongoing sustainability of NDS QLD.

We would also like to acknowledge the work of the State Manager, Valmae Rose and staff members at NDS QLD for their dedication and assistance. Finally, a special 'thank you' to all NDS members across the state for their support and commitment to providing quality services to people with disability.



Valmae Rose, QLD Manager



Max Dyason, Chair

SOUTH AUSTRALIA

This year the South Australia Division made a conscious effort to seek solutions, to think outside the square and adopt a positive approach to the many challenges facing the disability sector in this state.

Proudly, we have done just that and it has paid off in many ways. One of the most exciting developments was the announcement by the Premier that he had entrusted the Commissioner for Social Inclusion, Monsignor David Cappo AO, with a reference to develop a Blueprint for Disability Services in South Australia. This was a direct result of NDS briefing the commissioner on the state of the sector and the need for 'wholesale' reform.

'...our vision encompasses long-term reform that will support a better joined-up approach across government, as well as promote parallel shifts in community practice and attitudes. In essence it will strengthen the rights of people with disability, make communities more enabling and shift the focus away from bureaucracies towards citizens. This is a tremendous opportunity for us all. It is our chance to deliver a reform plan that is about choice, dignity and the rights of citizens.' (Monsignor David Cappo AO, Commissioner for Social Inclusion SA)

History was made just a few months after the announcement of the development of a blueprint, when twenty-one-year old Kelly Vincent earned a seat in the Legislative Council. Kelly is not only the first person who uses a wheelchair elected to the South Australian Parliament, she is the first Australian parliamentarian elected on a disability platform. NDS joined with other South Australians to congratulate Kelly, and in doing so, gave pause to honour Kelly's mentor and lead candidate, Dr Paul Collier who passed away 11 days prior to the election.

For the first time in decades there has been an air of anticipation—the disability agenda has received unprecedented media attention and the sector has made it known it is ready for transformation.

NDS reviewed its modus operandi to ensure it had the correct avenues and contacts to influence the higher levels of government which will be required to support and implement the recommendations from the blueprint. To date NDS has:

- provided a comprehensive election submission to the Treasurer entitled A Case for Collaboration, Reform and Investment which accentuated the need for transparency and true partnerships between the government and the non-government sectors



Kelly Vincent MLC, the youngest and the first person with physical disability elected to the South Australian Parliament, visits the ADE Procurement Expo, May 2010.

“This year the South Australia Division made a conscious effort to seek solutions, to think outside the square and adopt a positive approach to the many challenges facing the disability sector in this state.”

- been invited by the Office of the Executive Committee of Cabinet, Department of Premier and Cabinet, to become a partner in South Australia's Strategic Plan Alliance Program. As a member, NDS will be a key participant in the process to update the next SA Strategic Plan 2011–2020
- provided a submission entitled The Five Key Challenges for the Disability Sector in South Australia to be included in the vision for SA towards 2020 and beyond
- strengthened its relationship with disability representative organisation, Disability Alliance over the past year by addressing issues and working together on a number of projects. This 'coming together' provides a strong and united voice for the non-government disability sector.

NDS's presence on a number of pivotal state government committees enabled first hand briefings and input to government policy and process. These included:

- the quarterly Human Services Peaks forums, which are chaired in turn by the Chief Executive Officers of the Department for Families and Communities (DFC) and the Department of Health (DoH). This year the peaks were given opportunities to represent their members' concerns about the effects of award modernisation, the inequity of training funding and opportunities between government and non-government service providers, the effectiveness and contribution of peak bodies, the Self-Managed Funding Pilot Program, and the Productivity Commission Report Contribution of the Not-for-Profit Sector
- the monthly Disability Sector Reference Group meetings for which NDS sets the agenda. These meetings are chaired by the Executive Director, Office for Disability and Client Services and attended by the Minister's advisor on disability. This year NDS spearheaded discussion on the impact on member organisations of increased quality compliance and evaluation, the value of partnership focus groups conducted by DFC, the impact of the new Fair Work legislation, the need for governance training for non-government disability service providers, the DFC Partnership Survey, administration fees and a review of the costs involved in taking on a new service, and the National Disability Standards consultations
- the Self-Managed Funding Consultative Committee, which provides advice and makes recommendations on the future development of self management. This initiative has been introduced this year, albeit cautiously, with 37 participants beginning their journey into independence. Several NDS member organisations have expressed interest in providing a brokerage service for those who choose this path



- the Disability SA Information Reference Group, the role of which is to discuss, discover and agree at a strategic level, methods to improve communication. This has evolved into a web-based one-stop-shop portal
- the Disability and Acute Working Party which has, this year, produced a Memorandum of Administrative Agreement between DFC, Disability SA and the DoH which supports the funding of non-government personal support workers for hospitalised clients with disability.

In order to inform NDS's input to other state and federal government decision-making platforms, member briefings and consultations were conducted on:

- DFC's People With Disability Decision-Making and Consent Policy and Reporting of Incidents to SAPOL Policy

- the review of the new Master Agreements and Service Agreements which resulted in an increase in the tenure of the Service Agreements from one year to three years
- a submission to WorkCover on Access and Equity
- the implications of the Fair Work Act. Legal firm Blake Dawson who, on behalf of FaHCSIA, presented a comprehensive overview to representatives from 25 NDS SA member organisations
- the Productivity Commission's issues paper Disability Care and Support. NDS SA hosted a forum for representatives of 30 member organisations who emphasised a commitment to a National Disability Insurance Scheme.

NDS SA and the state government continued their partnership in the Companion Card Project.



From left: Emma Coombes, Noelene Wadham, Chanelle Donaldson

“In May this year, NDS SA hosted an Expo of Australian Disability Enterprises (ADEs) to which all people involved with procurement within the state and local governments were invited.”

Although there was a considerable reduction in funding for 2009–10, which only enabled nine hours a week for one person, a constant growth in the number of affiliates and cardholders was experienced. There are now 2,666 Companion Card holders and 230 affiliated events and venues offering free entry to companions in SA.

In May this year, NDS SA hosted an Expo of Australian Disability Enterprises (ADEs) to which all people involved with procurement within the state and local governments were invited. The expo, which saw 11 of the 12 SA ADEs exhibit their services and wares, was the first of its kind for NDS. It provided exhibitors the opportunity to secure valuable government procurement contacts and galvanised a relationship between NDS SA, the State Procurement Board and the Local Government Association.

Workforce attraction, recruitment, retention and career development continued as key issues for our membership this year. As no new funding was forthcoming to assist non-government service providers address business continuity, NDS sought a number of initiatives which enabled members to be briefed and trained on contemporary workforce issues including:

- two full-day workshops on Personal Safety and Managing Conflict Situations
- two workshops on Continuous Improvement Tools
- the final two full-day workshops on Building Business Capability in Workforce Development
- presentation on Emerging Global Trends for Not-for-Profit Organisations
- completion of membership survey to inform development of a Disability Sector Training and Development Calendar 2010–11
- provision to members seeking board directors with opportunities extended by the Australian Institute of Company Directors to meet with potential board directors through the AICD Emerging Directors Series.



A number of these events were provided complementarily and NDS expresses its gratitude to those facilitators for generously sharing their time and expertise.

NDS SA member organisations also presented papers and provided excellent attendances at NDS national conferences again this year.

The primary vehicles used by NDS to inform members of achievements, issues, alerts and news affecting the sector are electronic News Updates and E-News. This year NDS SA issued 71 of these to members on various topics.

2009–10 has seen unprecedented growth in membership and representation in SA. This has been enhanced by the willingness of members to be involved and to work together, plus the camaraderie and eagerness of NDS staff nationwide to share, assist and mentor for the benefit of enhancing the abilities of the citizens our member organisations support.

“2009–10 has seen unprecedented growth in membership and representation in SA.”



Dale Luttrell, Chair

TASMANIA

ADVICE TO STATE GOVERNMENT ON POLICY AND SERVICE DELIVERY

NDS TAS regularly meets with senior staff of Disability and Community Services and briefs the Cabinet Secretary responsible for this portfolio, Cassy O'Connor.

Advice has been focused on the major KPMG Reform recommendations related to:

- New Gateway Services
- Assessment
- Unit Pricing
- Community Access.

In addition, NDS TAS has provided advice on:

- the Review of Tasmania's Disability Legislation
- working with vulnerable clients
- changes to the Poisons Act regarding the administration of S8 medications
- client-based decision making
- workforce issues
- service agreements.

NDS TAS also provides information and policy recommendations to other areas of state government, including:

- Pilot Internship Program for Grade 10 students
- internships and lectures for polytechnic students

- transport review of public passenger vehicles
- social inclusion
- equity policy for Skills Tasmania.

CONSULTATION AND REPRESENTATION WITH NDS MEMBERS

NDS TAS was responsible for an active pre-election strategy in the weeks leading up to the March state election. NDS TAS hosted three public forums in Hobart, Burnie and Launceston to hear disability policy commitments from Human Services shadow spokespeople and candidates. In addition NDS TAS sponsored two 'Open Letter' advertisements to ensure that the three political leaders had specific disability policy announcements during the election campaign.

This strategy included a Leaders' Forum, held in Parliament House, where each of the three political parties gave a commitment to progress a National Disability Insurance Scheme.

NDS TAS works with its members within committees and specific interest groups to overcome funding and policy barriers affecting service provision throughout the state.

Key issues addressed this year include:

- relationship with the Public Guardian
- service agreements
- unit pricing
- children's respite
- community access
- community equipment scheme
- online completion of National Minimum Data Set.

INFORMATION AND NETWORKING

The State Committee held a planning meeting in Swansea to identify the key issues for the Tasmanian NDS members to pursue in 2010. As a result an Open Letter to the three state political leaders was prepared to highlight the need for:

- a new relationship between the state government and NDS
- a Disability Workforce Development Unit
- a State Procurement Plan
- an inclusive Public Service Employment Register
- research into unmet and future needs.

NDS TAS prepared its annual Budget Priority Submission to Treasury and the Disability Budget Impact Statement on the 2010 State Budget.

Both documents are designed to monitor the performance of the State Government in meeting its disability policy commitments. NDS TAS remains concerned about ongoing failure to meet the standards expected in budget transparency which clearly details planned expenditure on disability services in Tasmania. Furthermore government commitment to social inclusion and disability awareness is being limited by a lack of planning and specific resource allocation.

TASMANIAN PROJECTS

Community Access Project

NDS TAS was funded by the Reform Unit within the Department of Health and Human Services to complete a major study of innovative Community

Access strategies. This work included research of local, national and international best practice as well as consultation with local service providers. Four forums were held in Campbelltown, Hobart, Launceston and Devonport to assist the project and highlight priorities for implementation in the transfer of government day services to the non government sector. The project resulted in a publication 'Report to Government-Community Access for Tasmanians Living with Disability :Options for creating a more flexible and sustainable service system"(White Jennifer, National Disability Services Tasmania March 2010) as well as a Discussion Paper which identifies resourcing and related issues affecting individual support in the community.

Celebrating Support Workers Conference

Held on 12-13 August 2010 at The Tramshed in Launceston, the 4th "Celebrating Support Workers" Conference organised by NDS TAS was a very successful event. Around 140 delegates attended



Long Term Service Award presented to Trudi Mohler from St Giles Society by Lyndell George from NDS Tasmania

“NDS TAS works with its members within committees and specific interest groups to overcome funding and policy barriers affecting service provision throughout the state.”

the two day Conference, which brought together participants from a wide range of Tasmanian specialist disability service organisations.

The theme of this year's Conference was "Celebrating Change in our Industry" which allowed presenters to speak on a diverse range of topics over the two day event. Government speakers included Cabinet Secretary, Cassy O Connor, and Director of Disability and Community Services, Aileen Ashford

Disability Support Worker Awards

Tasmania's first Disability Support Worker Awards were sponsored by HESTA Super Fund and the Health and Community Services Union offering \$1000 cash prizes in three categories. The awards recognise dedication to the sector and proven records of achieving participation, inclusion and empowerment for people living with a disability.

The winners were presented at an Awards Ceremony Dinner held in Launceston following the first day of the Celebrating Support Workers Conference on 12 August 2010. Member for Bass and Shadow Education Spokesman Michael Ferguson and local media identity, Peter Murphy officiated at the evening ceremony.

Categories included:

- Support Worker of the Year:
- Outstanding Achievement in the Industry:
- Long-Term Service in the Industry:

The NDS TAS "Alex Tubb" Young Worker Award offers a younger disability worker the opportunity to expand their knowledge with a prize of return airfares to Melbourne and one week's accommodation, enabling



Margaret Reynolds, TAS Manager

the winner the opportunity to visit a number of Victorian disability services.

International Day of People with Disability

On Thursday 3 December 2009, NDS TAS hosted an event to celebrate International Day of People with Disability at Tolosa Street Park in Glenorchy.

This festive occasion attracted 200 people from a wide range of disability services and schools. It was supported by Special Olympics, St John Ambulance and Lions Club of Glenorchy and will become an annual event.



NDS Tasmania State Committee Member Paul Mayne, presents Daniel Evans with the Alex Tubb Young Worker Award



Richard Dent, Chair

VICTORIA

ADVICE ON GOVERNMENT POLICY AND SERVICE DEVELOPMENT

NDS VIC initiated the 'Fair Go for All' campaign in 2009–10, arguing for increased unit prices for accommodation and day services in line with the findings from an independent government-funded price review. The sector was successful in achieving a significant rise in shared supported accommodation funding, but is continuing to advocate for increased funding for day services and other key activity areas with Treasury and Premier and Cabinet, as well as the Department of Human Services.

NDS VIC meets regularly with government representatives on a wide range of high level policy issues in a number of portfolios, to provide the perspective and priorities of disability service providers in an ongoing reform process. At ministerial level the portfolios have included the Minister for Community Services, the Treasurer, and the Office of the Premier. At the departmental level, engagement is with the Department of Human Services, including the Office of the Senior Practitioner, the Department of Planning and Community Development, including the Office of the Community Sector and the Office of Disability, the Department of Education and Early Childhood Development, and the Disability Services Commissioner.

Strategic meetings have included the Human Services Partnership Implementation Committee, the Community Services Governance and Management

Working Group, the Industry Development Plan Advisory Group, Price and Cost Working Group, the Disability Services Board Annual Complaints Report Task Group, Community Services and Health Industry Training Board, Office of the Senior Practitioner's Research Grants Panel, Long Service Leave Reference Group, the DHS Research Reference Panel, the DHS Workforce Reference Group, and the DHS Service Reorientation Advisory Group. Other key policy engagements have included ongoing work with sector capacity building, implementation of the Quality Framework, development of a Housing and Support Strategy, respite and carer support, early childhood services reform agenda, industrial issues, wheelchair accessible taxis, vehicle modification scheme, palliative care, and aids and equipment scheme redevelopment, among others. These broad-ranging commitments reflect the extent of policy and implementation activity in the Victorian environment, and the time commitment is substantial; however, it is essential to our role in informing and influencing directions for the sector.

NDS also met quarterly with the Department of Families, Housing, Community Services and Indigenous Affairs' (FaHCSIA) state office to discuss issues specific to Victorian ADEs, including the proposed portable long service leave scheme and the interface between FaHCSIA and the state Department of Human Services.

SUBMISSIONS

2009–10 Budget Submission

Our Budget Submission, 'A Case for Investment', strongly argued for urgent government response to the funding gap, which has reached crisis levels for Victorian service providers; specifically in relation to supported accommodation, day services, respite, and therapy. Only supported accommodation received a price adjustment, and we have continued to press our case throughout the year.

Two submissions to parliamentary inquiries relating to supported accommodation and public housing contributed to rising awareness of the housing crisis, and the initiation of a Housing and Support Strategy for people with disability by the Victorian Government.

NDS has also prepared submissions relating to the proposed Portable Long Service Leave Scheme, the Regulatory Impact Statement relating to changes in the Building Code, bus safety, and DHS Guidelines regarding Day Supports and Individual Support Packages.

CONSULTATION AND REPRESENTATION

NDS VIC has continued to work with the broader community sector through key engagements including:

- the Peaks and Statewide Networks Forum, convened by VCOSS
- the Coalition for Disability Rights—NDS with Carers Victoria, Victorian Disability Advocacy Network and Association for Children with a Disability, which prepared a 'Call to Parties' for the 2010 state election
- collaboration with other Victorian peak bodies with a focus on issues for children, families and young people—Early Childhood Intervention Association, Kindergarten Parents Victoria and Association of Children with Disabilities
- training—Community Services and Health Industry Training Board
- industrial relations—the Victorian Hospitals Industry Association and development of a Memorandum of Understanding with the three industry unions for 2009–10.

ADVISORY GROUPS AND MEMBERS MEETINGS

Advisory groups met regularly including Accommodation, Workforce Planning, Service Reorientation, Disability Employment Networks, Australian Disability Enterprises, Ageing and Disability, Research, and Children Young People and Families. Member forums were held every 2–3 months for accommodation, service reorientation, workforce, and Australian Disability Enterprises (ADEs). Regional meetings were held in May for members to meet the new State Manager, raise local concerns, and prepare for the 2010 state election.

INFORMATION AND NETWORKING

Conference

NDS VIC joined with Disability Professionals Victoria to hold the inaugural From Strength to Strength Conference in March 2010. The program showcased future-focused responses to the current challenging operational environment, through the themes of



Top from Left: Breigh Smith, Wendy O'Neill and Catherine Doherty
Bottom from Left: Suzanne O'Neill, Rhonda Lawson Street (State Manager) and Sarah Fordyce
Absent: Kerry Presser, Carol Grant, Erin Davidson, Georgia Taylor and Helen Bryant

organisational dynamics, leadership and change methodologies, innovations, and finance, governance and risk management. It was a well attended and very successful event.

Quality Forum

A 'Passport to Quality' Forum was held in April to conclude stage two of the Quality Networks Project. Network leaders presented the achievements and products of their collaborative work, which has greatly developed the capacity of the sector in preparing for and implementing the state government Quality Framework.

PROJECTS

Occupational Health and Safety

The second year of this three-year WorkSafe funded project has focused on addressing systemic issues as well as providing opportunities for practical networking and support. Progress includes OHS network meetings held quarterly in most regions, an annual OHS Forum, collaboration between NDS members and WorkSafe to produce a new publication Disability Services – occupational health and safety compliance kit, a disability seminar in WorkSafe Week, increased frequency of use of the email discussion network for collaboration and information sharing, and initiating a strategic relationship with the Safety Institute of Australia to make connections between the disability sector and OHS professionals.

Good Governance Project

The Good Governance Project, run jointly with learning and development organisation field, has continued successfully with tailored training for boards of management of disability service providers, and distribution of resources. The program was expanded in 2009–10 with the development of resources and training packages relating to Self-Directed Approaches, Risk Management and Strategic Planning. The training has been well received, with particularly strong demand from small and medium-sized rural service providers. Demand has consistently outstripped availability of the training.

Workforce Data Project

The Workforce Data Project was initiated to gain accurate comprehensive data about the disability workforce in Victoria. Over 100 service providers agreed to participate in the project, which involves completion of three surveys relating to salary data,

human resource data, and employees. Participating organisations receive an individual report allowing them to benchmark their salary details against those of the sector. Final non-identifying data will be made available to the sector in late 2010.

Quality Project

This state-wide project built on the successful 2008 NDS Networks for Quality Project. Applications were invited from disability service providers for grants of up to \$15,000 to complete projects by the end of March 2010. Applications chosen for funding focused on creating networks of between six and 15 organisations to work together to assist their implementation of the DHS Quality Framework, and prepare for independent monitoring. Project outcomes included the development and sharing of organisational processes, data management, and quality systems documentation.

Risk Management Project

NDS, in partnership with the Victorian Managed Insurance Authority (VMIA) and the Department of Human Services (DHS), developed an innovative risk management project designed to support improved business management capability through the application of strategic and operational risk management analysis and control processes. More than 150 disability service providers from small, medium and large community service organisation (CSOs) were involved in the development of the Risk Management and Controls Model for the sector. The model allows organisations to set goals and strategies for improved risk management, determining appropriate levels of risk control based on governance, size, complexity, resources and management aspects. A first for the sector, the tool is applicable for any size organisation and any service type. One of the project highlights is the level of member engagement and involvement in the development and validation of the model. The model was successfully tested by 110 participants during five pilot training sessions held across the state, and is supported by six practical resources—all available from the NDS website.

Strategic Business and Financial Planning Project

To support Victorian day service providers in moving towards individually-attached and self-directed approaches to service delivery, NDS and the Department of Human Services (DHS) are collaborating on the Strategic Business and Financial

Planning Project. Business and financial consultants Pitcher Partners were engaged to develop expert advice, support and resources for day service providers to manage this significant transition, building strategic and financial management capacity. A sector-led industry reference group informs the project. In the first six months of the project, 50 organisations have participated in a

seminar program. Project benefits include individual support, recognising the context and specific requirements of the disability sector, financial tools to assist the individualised approach, and a guided self-assessment tool identifying business and financial strengths and weaknesses, especially for those organisations which have just started out on the journey.



“NDS VIC meets regularly with government representatives on a wide range of high level policy issues in a number of portfolios, to provide the perspective and priorities of disability service providers in an ongoing reform process.”



Joan McKenna Kerr,
Chair

WESTERN AUSTRALIA

NDS WA and its membership operated in a dynamic public policy environment during 2009–10. Drivers of this changing policy setting included the release of the WA Government's Economic Audit Committee's (EAC) report 'Putting People First', significant wins in relation to the WA Government's procurement policy for Australian Disability Enterprises, and Disability Employment Services experiencing a major shift in the program framework.

In addition to contending with these environmental factors, WA disability services providers are working through the impact of state housing policy reform and funding shortfalls, which has led to a number of significant concerns in relation to the ongoing supply and management of housing, the rollout of the new Disability Services Commission (DSC) Quality Management Framework, the release of DSC's Disability Future Directions and its impact on future service design, and the review of Business Rules Rate.

ECONOMIC AUDIT COMMITTEE

Major social reforms in Western Australia are being progressed through the implementation of the EAC Report and NDS WA is well placed to facilitate many of the recommendations. To this end, NDS WA is playing an important role in the implementation process through representation on the Partnership Forum, reporting directly to the Premier, and also steering groups and committees undertaking work on high priority issues including funding, procurement, policy formulation, and community service capacity building.

The Economic Audit implementation process is focusing on new ways government and the non-government sectors can work together. As part of this initiative, NDS WA is playing a key role to facilitate the following outcomes:

- empowering individuals and communities in decision making
- expanding the role of the disability sector in service delivery
- creating a sustainable not-for-profit sector
- increasing flexibility and reducing 'red tape'
- fostering partnership and consultation between government, the disability sector, and the broader community.

HOUSING

NDS WA was also very pleased by DSC's interim response to the housing shortfall issues for people with disability that had been raised by NDS. The commitment to one-off funding of over \$18 million will greatly assist the housing problem in the short term and has been well received by the sector. However, the medium to longer term issue of ensuring timely access to housing for people with disability is still to be settled.

NDS WA, with funding from DSC, contracted the Housing and Urban Research Institute of WA (Curtin University) to research future options for specialist disability housing and this resulted in the report 'Identification and Evaluation of Options for Specialist Disability Housing for Clients with a Range of Needs and Disabilities'.

The Housing and Urban Research Institute WA, Curtin University of Technology, was engaged by NDS WA with DSC funding to undertake research with the objectives of, (1) identifying the likely demand for housing for people with disability, and (2) evaluating potential structural arrangements between the specialist disability services sector and the Department of Housing to maximise the availability of appropriate housing stock for people with disability into the future. The report identified alternative arrangements to improve the interface between the specialist disability services and housing sectors and the need to press the state government to re-establish a secure and dedicated funding stream which will ensure an adequate supply of housing to meet the core disability housing needs.

WORKFORCE ISSUES

Workforce remuneration and development continued as a major priority issue for disability service providers over the last 12 months. In response, NDS WA commissioned the report 'Independent Analysis of Salaries and Wages Paid to Support Care Workers' by William Buck, a prominent firm of accountants and business advisers. The report found that support workers in the non-government disability sector, on average, receive approximately 20% less than government employees for similar work.

The issue of staff remuneration is central to the sustainability of the sector and its capacity to play an expanding role in service delivery, as envisaged by the EAC report. The Premier has acknowledged a wages gap and is committed to addressing the problem. A Community Sector Funding Working Group has been established to review the matter and NDS WA has two disability sector representatives examining this critical issue.

NDS WA also supported the sector with the following workforce initiatives:

- Professional Development Project—NDS WA, with

support from a DSC grant, continues to develop a diverse range of professional development opportunities for the sector. Events continue to be well attended and positive feedback received.

- Disability Sector Liaison Officer (DSTLO)—over the past 12 months the major achievements have included:
 - improving the collaboration between disability sector organisations and Registered Training Providers
 - changing the administration of traineeships that has allowed more workers to become eligible
 - having a 'centralised' point where queries from sector organisations and training providers may be directed. This, together with the development of the IDEASWA website, has proved an invaluable resource for the sector
- Ideaswa.net experiencing increased use, from 200 discrete individual users per month to an average of 700.
- Disability Support Worker Awards—NDS WA, together with event partners, the DSC and St John of God Health Care, hosted the 2010 Disability Support



Top row from left: Frances Thomas, Su-Hsien Lee, Shona Campbell-Brown, Krystie Bennett, Debbie Alvarado, Liz McGilligan, David Rogers and Sonya Horsman. Bottom row from left: Matthew Mostyn, Helen Granville, Carlo Calogero (State Manager), Monique Williamson and Anne Thornton. Absent: Mary Butterworth, Cora-lee Godden, Lesley Pereira and Julie Walker

Worker Awards. There were a record number of nominations and attendees. The annual event provided an opportunity to recognise and celebrate the commitment, dedication and achievements of disability support workers in WA. The event will be expanded in 2011 to include awards for support workers in employment services.

REGIONAL AND INDUSTRY DEVELOPMENTS

NDS WA also embarked on a number of significant strategic initiatives this year through the support and assistance of Lotterywest. This work included significantly expanding professional development opportunities for regional disability service providers, facilitating preliminary planning for industry development in the disability sector and the establishment of a small grants scheme for people with disability administered directly by NDS WA.

DSC-FUNDED INITIATIVES

NDS acknowledges the Director General of DSC, Dr Ron Chalmers and DSC staff for working with NDS WA on a wide range of priority and strategic issues. Disability housing, workforce remuneration, governance, business rules, regional service development, coordinated sector pandemic response, and the Economic Audit Report have been some of the major issues on the agenda for discussion over the last year.

COMMUNITY SERVICES

The NDS WA manages two community service programs (Companion Card and ACROD Parking Program) that are large state-wide social inclusion



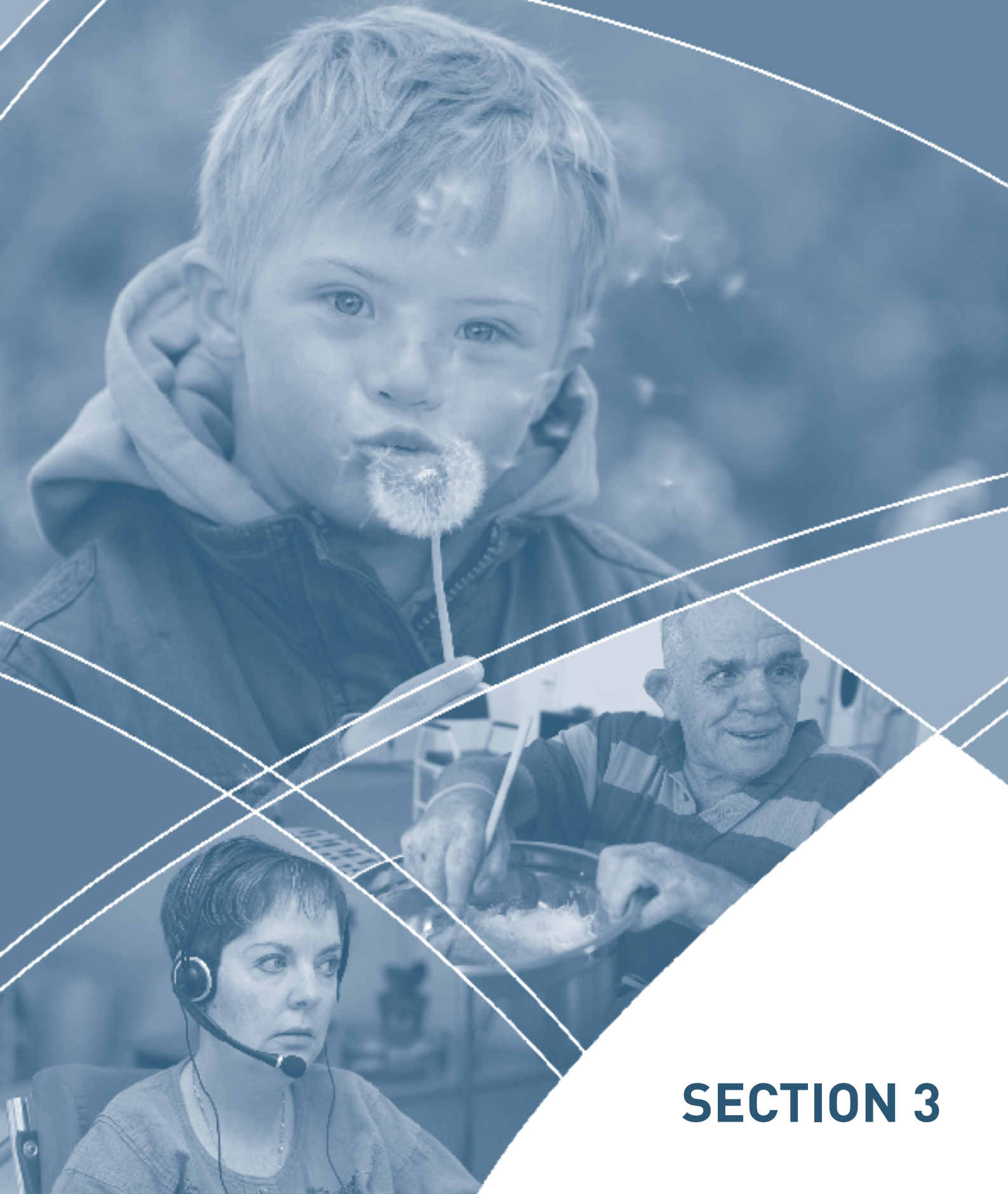
Carlo Calogero, State Manager NDS WA presents the Accommodation Support Award to Dawn Harvey from Activ Foundation

initiatives providing services to over 64,000 Western Australians with disability.

Over the past 18 months, NDS WA has been closely involved in supporting the federal government policy to harmonise the disability parking program.

“The annual event provided an opportunity to recognise and celebrate the commitment, dedication and achievements of disability support workers in WA.”

NDS MEMBERS



SECTION 3

As at 30 June, there were 662 Organisational Members, 7 Life Members, 41 Organisational Associates and 90 Individual Associates.

LIFE MEMBERS

John Button
Jean Garside OBE
Edith Hall AM
Ted Petersen AM
Felicity Purdy
Michael Sumner
Joan Tuxen MBE

ORGANISATIONAL MEMBERS

A.Q.A. Victoria Limited
ABI Services NSW (Inc)
Ability Care Ltd
Ability Options
Ability Solutions Inc
Ability Tasmania Group Inc
Ability Works Australia Ltd
Able Australia Services
Able Australia Services (Tasmania)
Aborigines and Islanders Alcohol Relief Service Ltd
Access Industries for the Disabled Ltd
Access Mildura Inc
Access Recreation Inc
ACES INC
Achieve Australia Limited
ACSO Specialist Services
Activ Foundation Inc
Active Property Services Management
Advance Employment Inc
Advance Personnel (Canberra) Inc
Advocacy South West Inc
Aged & Community Services Australia
ALARA Association Inc
Albury Wodonga Community College
Alkira Centre - Box Hill Inc
Alzheimer's Australia SA Inc
Amandus: Lutheran Disability Services
Amicus Group Inc
Anglicare Canberra & Goulburn
Anglicare NT
Anglicare Tasmania Inc
Anglicare Victoria
annecto: the people network
Anowah Community Living Inc
Araluen Centre
Ararat & District Disabled Persons' Assoc Inc
Arthritis Foundation of SA
Arts Access Australia
Arts Access Society Inc
The Ascent Group Australia Ltd
ASHCARE Incorporated
Assert Services Inc
Association for Children with Disability (Tas) Inc
Association for the Blind of Western Australia (Inc)
ASTERIA Services Inc
Aurora Disability Services
Australian & New Zealand Association of Neurologists
Australian Advisory Board on Autism Spectrum Disorders
Australian Blindness Forum
Australian Communication Exchange Ltd
Australian Foundation for Disability (AFFORD)
Australian Huntington's Disease Association
Australian Parent Advocacy Inc
Autism Association of Western Australia (Inc)
Autism Behavioural Intervention of NSW Limited
Autism Queensland
Autism SA
Autism Spectrum Australia (Aspect)
Autism Tasmania Inc
Autism Victoria
Aware Industries Ltd
Ballarat Regional Industries Inc
Ballina District Community Services Association

Baptist Community Services	Capricornia Respite Care Association Inc (KALKIAH)
The Baptist Union of Qld - Fassifern Community Centre	Care Connect Limited
Baptistcare	Care Options Incorporated
Baralaba Community Aged Care Association Inc	Career Contact Inc
Barkuma Inc	Carers Association of Tasmania Inc
Barossa Enterprises	Carers NT Inc
Bathurst Independent Living Skills Inc	CareSouth
The Bedford Group	CareWest Inc
Behha Enterprises Incorporated	Caringa Enterprises Ltd
Belconnen Community Service	Carinya Society
Bendigo Access Employment Inc	Carpentaria Disability Services Inc
BEST Community Development	casa Central Australia Inc
BEST Employment Ltd	Casino Neighbourhood Centre
Better Hearing Australia (Sydney) Inc	CASPA (North Coast Children's Home Inc)
Biala Peer Support	Cassowary Coast Employment Group Inc
Bindi Inc	Castle Personnel Services Inc
Bizlink Incorporated	Catholic Healthcare
Blairlogie Living & Learning Inc	Catholic Social Services NSW/ACT
Blue Mountains Disability Services Ltd	CatholicCare Canberra & Goulburn
Blueline Laundry Inc	CAUS (Communication Rights Australia)
Bowen Flexi Care Inc	Centacare (Catholic Diocese of Rockhampton)
Brain Injury Association of NSW Inc	Centacare Disability Services
Brain Injury Association of Tasmania Inc	Central Access Limited
Bridges & Pathways Institute Inc (Chronic Illness Network)	Central Bayside Community Health Service Inc
Brighton & Districts Helping Hand Assoc for Intellectually Disabled	Central Coast Disability Network Inc
Brightwater Care Group	Central Coast Post School Options Inc
Brite Services	The Central Highlands & Western QLD Family Support Assoc Inc
Broadmeadows Disability Services	The Centre for Cerebral Palsy
Brotherhood of St Laurence	Centre for Disability Studies
Brunswick Industries Association Inc	Cerebral Palsy League of Queensland
Bundaberg Skills Centre Inc T/A IMPACT Make Your Mark	Cerebral Palsy Tasmania
Burdekin Community Association Inc	Cessnock Hostel Ltd
Burdekin Flexible Support Service Inc	Challenge Disability Services
Burke and Beyond	Challenge Southern Highlands Inc
Canberra Blind Society Incorporated	Challenge Tweed Incorporated t/as Synergy Group
Capabilities Employment Service Inc	Charles Darwin University
	Charters Towers Neighbourhood Centre Inc
	Chatswood Supported Living Services

CHESS - Coffs Harbour Employment Support Service
 Children with Disability Australia
 Chinese Parents Association - Children with Disabilities Inc
 Choice Solutions Inc
 Christie Centre Inc
 Civic Disability Services Limited
 CNS Precision Assembly
 Coastal Accommodation Support Service Inc (CASSI)
 Coastal Residential Service Inc
 Cobram Gateway Services Inc
 Coffs Harbour Challenge Inc
 Coffs Harbour Support Services Inc
 Colac Otway Disability Accommodation Inc
 Communities@Work
 Community Accommodation and Respite Agency Inc (CARA)
 Community Business Bureau Inc
 Community Care (Northern Beaches)
 Community Connections Australia
 Community Connections Inc
 Community First International
 Community Lifestyles Inc
 Community Lifestyles Support Inc
 Community Living & Respite Services
 Community Living Association
 Community Options Brokerage Service Incorporated
 Community Options Inc
 Community Programs Association T/A LEAD
 Community Resource Unit Inc
 Community Solutions Inc
 Community Vision Inc
 The Compass Institute Inc
 Compass Whitsundays Inc
 CONNECT GV
 Connect2Group
 Cooinda Hill Association Inc
 Cooinda Terang Inc
 Cooma Challenge Limited
 Cootharinga Society of North Queensland
 Cora Barclay Centre
 Cosmos Recreation Services
 CP Australia
 The Cram Foundation
 CREATE (Geelong) Inc
 Crosslinks Incorporated
 Customised Training Pty Ltd
 Cystic Fibrosis New South Wales
 DAISI (Disability and Aged Information Service Inc)
 Dame Pattie Menzies Centre Inc
 Deaf Children Australia
 Devonfield Enterprises
 Direct Employment Services Ltd
 Directions Family Support Association
 Disability Alliance Inc
 Disability Attendant Support Service Inc (DASSI)
 Disability in the Arts, Disadvantage in the Arts, Australia (WA) Inc (DADAA)
 Disability Information Advocacy Service (DIAS)
 Disability Professionals Victoria (DPV)
 Disability Services Australia Limited
 The Disability Trust
 Disabled Motorists Association
 Distinctive Options
 Down Syndrome Association of Victoria Inc
 The Down Syndrome Association of WA (Inc)
 Dundaloo Foundation Ltd
 Dunrossil Challenge Foundation Ltd
 E.W. Tipping Foundation
 Eastern Access Community Health Inc
 Eastern Respite & Recreation
 Eastwork Employment Inc
 EDAR (Eastern Disability Access Resource)
 EDGE Employment Solutions
 Elba Incorporated
 Elouera Association Inc
 Emmanuel
 EmployABILITY
 Enable Southwest

Encompass Community Services Inc
 Endeavour Foundation
 Endeavour Industries Gbn Inc
 Endeavour Industries Ltd
 Enhanced Care Association Inc
 Enhanced Lifestyles Inc
 Epic Employment Service Inc
 Epilepsy Association of SA & NT Inc
 Epilepsy Association of the ACT Inc
 Epilepsy Australia Ltd
 Epilepsy Foundation of Victoria Inc
 Epilepsy Queensland Inc
 Eskleigh Foundation Inc
 Essential Personnel
 Essential Personnel Association Inc
 Eurella Community Service Inc
 Extended Families Australia
 Fairbridge WA Inc: Fair Program
 Fairhaven FutureCare Ltd
 Fairholme Disability Support Group Inc
 Family Support WA
 Finding Workable Solutions Inc
 Fisher Road School for Special Purpose P & C Association
 The Flagstaff Group Limited
 Flintwood Disability Services Inc
 Focus ACT Incorporated
 Focus Individualised Support Services
 Forrest Personnel Incorporated
 The Forsight Foundation for the Deaf/Blind
 Fraser Coast Family Networks Inc
 FSG Australia
 Gateway Industries
 Gateways Support Services
 GDP Industries
 Gellibrand Support Services
 George Gray Centre Incorporated
 Geraldton Personnel Inc
 Gladstone & District Respite Care Association Inc
 Gladstone Community Linking Agency (Inc)
 Glen Industries
 Glenray Industries Ltd
 Gold Coast Recreation & Sport Inc
 Golden City Support Services Inc
 Goldfields Individual & Family Support Assoc Inc
 Good Samaritan Industries
 Goulburn Options Incorporated
 Granite Belt Support Services Inc
 Great Southern Personnel
 Greenacres Disability Services
 Guide Dogs Association of SA and NT Inc
 Gungahlin Regional Community Service Inc
 Gunnedah Workshop Enterprises Ltd
 Hands On SA
 Hartley Lifecare Incorporated
 Hastings District Respite Care Inc
 HeadEast Eastern Sydney Acquired Brain Injury Community Access Service Inc
 Headstart Community Access Programme Inc
 Headway Adult Development Program Inc
 Headway Gold Coast Inc
 Headway rebuilding lives
 Headwest (Brain Injury Assoc of WA Inc)
 Heart Support - Australia ACT Branch
 Hedland Personnel Inc
 HELP Enterprises
 Heritage Industries Inc
 Highlands Support Services Inc T/A Finding Futures
 Hills Community Options Inc
 Hills Community Support Group
 Hinchinbrook Employment Services Association Incorporated
 Hinterland Community Care Inc
 Hobart City Mission
 Home Help Service ACT Inc
 Home Support Association Inc
 Housing Choices Australia
 The Housing Connection (NSW) Inc
 Housing Resource and Support Service Inc (HR&SS)

HPA Incorporated
 IDEAL Placements Association Inc
 identitywa
 I-GAIN Quality Learning Inc
 IMPACT Support Services
 Inala
 Inclusion Melbourne
 Inclusive Directions Inc
 Independence Australia
 Independent Living Centre of Western Australia (Inc)
 Independent Living Centre Tasmania
 Independent Living Centres Australia Inc
 The Infants' Home Child & Family Services
 Ingham Parents Support Group Inc
 Integrated Disability Action Inc
 Integrated Family and Youth Service Inc
 integratedliving Australia
 Interact Australia
 Interaction Disability Services Limited
 Interchange Central Gippsland Inc
 Interchange Inc
 Interchange Loddon Mallee Region Inc
 Interchange Respite Care NSW Inc
 Interchange Victoria Respite Care Association Inc
 Interchange Western Region Assoc Inc
 Intework Inc
 Inverell Accommodation Services Inc
 Ipswich and Toowoomba Employment Service
 Ivanhoe Diamond Valley Centre Inc
 Jewish Care
 Jewish Care (Victoria) Inc
 Job Futures Ltd
 Job Placement Ltd
 JobCo Employment Services
 Jobsupport Inc
 Julia Farr Association
 The Junction Works Inc
 Kalparrin Inc
 Kankama Association Inc
 Karden Disability Support Foundation
 Karingal
 Karkana Support Services Inc
 Kempsey Workpool Inc
 Keppel Community Care Assoc Inc
 Kids are Kids Therapy & Education Centre Inc
 Kimberley Individual and Family Support Assoc
 Kimberley Personnel Inc
 Kingfisher Adult Learning Programs Inc
 Kira Incorporated
 Kirinari Community Services Inc
 Knoxbrooke Incorporated
 Koomarri
 Kura Yerlo Council Inc
 Kurrajong Waratah
 Kyeema Support Services Inc
 Lambing Flat Enterprises Ltd
 Langford Support Services
 L'Arche Brisbane Inc
 L'Arche Genesaret Inc
 L'Arche Sydney Inc
 Lasercraft Australia Ltd
 Latrobe Community Health Service
 Latrobe Valley Enterprises
 Launceston Community Legal Centre
 LeapFrog Ability
 Life Without Barriers
 Life Without Barriers (VIC)
 Life Without Barriers (WA)
 Lifestyle Solutions (Aust) Ltd
 Link In Association Sunshine Coast Inc
 Lorna Hodgkinson Sunshine Home
 Lower Great Southern Family Support Assoc
 Macarthur Accommodation System
 Macarthur Disability Services Ltd
 Maccro Mansfield Adult Autistic Services Ltd
 MACH 1 Australia Incorporated
 MacKillop Family Services
 MacKillop Rural Community Services

Macleay Kalipso Inc
 Macleay Options Inc
 MADEC
 Mai-Wel Limited
 Mambourin Enterprises Inc
 Mamre Association Inc
 Marillac
 Marriott Support Services
 Marymead Child & Family Centre
 Mawarra Centre
 McCall Gardens Community Limited
 McCallum Disability Services
 ME/CFS Society (SA) Inc
 Melba Support Services Inc
 Melbourne Citymission Inc
 Mental Health Association of Central Australia Inc
 Mental Health Co-ordinating Council
 Mercy Centre Lavington Ltd
 Mercy Disability Services
 Merrimu Services Inc
 Micah Projects
 Midway Community Care
 Midwest Community Living Association Inc
 Milparinka ATU
 Minda Inc
 Minimbah Challenge Inc
 Ministerial Advisory Council on Disability
 Miroma
 Mirridong Services Inc
 Moe Life Skills Community Centre Inc
 MOIRA
 Montagu Community Living Inc
 MontroseAccess
 Mosaic Community Care Inc
 Motor Neurone Disease Assoc of NSW Inc
 Motor Neurone Disease Association of SA Inc
 Motor Neurone Disease Association of Victoria Inc
 Motor Neurone Disease Australia
 Mount Isa Skills Association Inc
 MS Australia
 Mulleraterong Centre Inc
 Multicap
 Murdoch Community Services Inc
 Murray Human Services Inc
 Murray Valley Centre Inc
 Muscular Dystrophy Association Inc
 Muscular Dystrophy Association Inc (SA)
 Muscular Dystrophy Association of NSW Inc
 My Place Foundation
 Nadrasca Ltd
 Nambucca Valley Phoenix
 Narcolepsy Overwhelming Sleep Disorder of SA Inc
 National Brain Injury Foundation Inc
 The National Employment and Psychological Services Centre Inc
 Neil Sachse Foundation
 The Neurofibromatosis Association of SA Inc
 New Era Independent Living Centre Inc
 New Haven Farm Home Ltd
 New Horizons Enterprises Ltd
 Newcastle and Hunter Community Access Inc
 NewIDAFE
 Nexus Incorporated
 NICAN Incorporated
 Nillumbik Community Health Service
 Ningana Enterprises Inc
 Noah's Ark Resource Centre
 Noah's Ark Toy Library & Resource Centre (Inc)
 North East Training & Employment Inc
 North Queensland Competitive Employment Service
 North West Disability Services Inc
 North West Residential Support Services
 Northaven Limited
 Northcott Disability Services
 Northern Disability Services Inc
 Northern Occupational Support Service Inc
 Northern Residential Support Group Inc
 Northern Support Services for People with Disabilities

Northside Community Service
 Nova Employment Inc
 Novita Children's Services
 Noweyung Ltd
 NPY Women's Council
 NSW Consumer Support & Training Project
 Nulsen
 Numurkah Occupational Vocational Adult Services (NOVAS)
 Oak Tasmania
 Oakdale Services Tasmania
 Oakleigh Centre for Intellectually Disabled Citizens Inc.
 On Track Community Programs
 The Onemda Association Inc
 On-Focus Inc
 ON-Q Human Resources Ltd
 Open Minds
 Optia Inc
 Options Victoria Inc
 Orana Incorporated
 Oriel Services Limited
 Outlook (Vic) Inc.
 Ovens & King Community Health Service Inc
 Oz Child
 Ozanam Industries
 Palliative Care Victoria Inc
 Paradise Community Care Inc
 Paraplegic and Quadriplegic Association of NSW Inc
 Paraplegic and Quadriplegic Association of SA Inc
 Parkinson's SA
 The Parkside Foundation Pty Ltd
 Pathways Rehabilitation & Support Services Inc
 Peace Lutheran Church Gatton Inc Anuha Services
 Peckys Disability Services
 Peel Community Living Inc
 Peel Valley Training Enterprise Inc
 Peninsula Access Support & Training (P.A.S.T.)
 People Learn Productions Inc
 PEP Community Services
 The Personnel Group Ltd
 Perth Home Care Services
 Peter Harcourt Disability Services Ltd
 Phoenix Society Inc
 Pilbara & Kimberley Care Inc
 Pinarc Support Services Inc
 Pioneer Employment Service
 Planned Individual Networks Inc
 Plenty Valley Community Health
 Polio Awareness SA Inc
 Polio SA Inc
 Pony Riding for the Disabled
 Port Stephens Community Care
 Post-Polio Network (NSW) Inc
 Prahlan Mission
 Product Action Incorporated
 Project Employment
 Psychiatric Rehabilitation Australia
 Queensland Narrating Service
 Queensland Parents for People with a Disability Inc
 R.E.D. Inc (Realising Every Dream)
 Recreation and Sport Network
 Regional Information and Advocacy Council Inc
 Richmond Interagency
 Riding for the Disabled Association SA Inc
 RISC Association Inc
 Riverlink Interchange Inc.
 Rocky Bay Inc
 Royal Institute for Deaf & Blind Children
 Royal Society for the Blind of South Australia Inc
 RPH Australia Cooperative Ltd
 Ruah Community Services
 Rural Lifestyle Options Association Inc
 S.C.O.P.E. Incorporated
 SA Group Enterprises Inc
 Samaritans Foundation
 SANE Australia
 SBH Queensland Inc
 SCOPE (Vic) Ltd

scosa

SelfHelp Workshop Inc T/A SelfHelp Workplace

Senses Foundation Inc

Seton Villa

Seventh-Day Adventist Aged Care (WA) Ltd

Sexual Health and Family Planning Association ACT Inc

SHARE Bayside Inc

Share Care Incorporated

Sharing Places

Shepparton Access

Sisters of St Joseph Ain Karim Ltd

Skills Innovative Training Enterprise Inc

SkillsPlus Limited

The Society for Multiple Disabled People of Tasmania Inc (MULTICAP)

Somerville Community Services Inc

South Metropolitan Personnel

South Pacific Educators in Vision Impairment (SPEVI)

South West Gippsland (Moonya) ATSS Inc

Southern Sydney Trusted Care

The Spastic Centre of NSW

Speak Out Association of Tasmania Inc

Spectrum Employment Service Assoc Inc

Spina Bifida & Hydrocephalus Association of South Australia Inc

Spina Bifida Foundation of Victoria Inc

Spinal Cord Injuries Australia

Spinal Injuries Association

SPIRAL Inc

St Giles Society Inc

St John of God ACCORD

St Laurence Community Services

St Luke's Anglicare

St Michael's Association Inc

St Vincent de Paul Aged Care & Community Services Ltd

St Vincent De Paul Queensland

St Vincent Industries

Stanthorpe Specialist Employment Service

Star Tasmania Inc

Statewide Autistic Services Inc

Stawell Intertwine Services

Step Out Community Access Service Inc

Stepping Stone Clubhouse Inc

Stepping Stones Lifestyle Options Inc

Steps Disability Qld Inc

STRIVE Warren Blackwood Inc

Stroke SA Inc

Summer Foundation Ltd

The Sunlea Team Inc

Sunnyfield

Sunnyhaven Ltd

Sunraysia Residential Services Inc

Sunshine Coast Children's Therapy Centre Inc

Sunshine Coast Family Network Assoc Inc

Sussex Street Community Law Service

Sylvanvale Foundation

Tableland Respite Care Association Inc

Talkback Association for Aphasia Inc

Tandem Respite Incorporated

Tas Housing Incorporated

TASCARE Society for Children

Tasmanian Acquired Brain Injury Services Inc

Tastex Knitwear Inc.

Technical Aid to the Disabled (ACT) Inc

Technical Aid to the Disabled NSW

Technical Aid to the Disabled Queensland Inc

Therapy Focus Inc

Thorndale Foundation Ltd

Tinnitus SA

Tomaree Neighbourhood Centre

Top End Association for Mental Health Inc (TEAM Health)

Total Recreation NT Inc

Town and Country Community Options Inc.

Townsend House Inc

Transition & Integration Services

Tulgeen Group

UnitingCare - Hunter, Central Coast & New England Region

UnitingCare Community Options
 UnitingCare Disability
 UnitingCare Queensland
 UnitingCare Wesley Port Pirie
 UnitingCare West
 Upper Great Southern Family Support Association Inc
 Upper Murray Family Care
 Valley Industries Ltd
 Valleys to Plateau Community Support Services Inc
 Valmar Support Services Ltd
 Valued Independent People
 Vantage Inc
 VATMI Industries
 Victorian Coalition ABI Service Providers Inc (VCASP)
 Victorian Deaf Society
 Villa Maria Society
 Vincent Industries Inc
 Vision Australia
 W.A.T.C.H.
 WA Blue Sky Inc
 WA Disabled Sports Association
 Wagga Wagga Community Access Support Service Inc
 WALCA Association Inc
 Wallara Australia Ltd
 Wangarang Industries Ltd
 Warrah
 Warrina Services
 Waverley Helpmates Inc
 Waverley Industries Ltd
 WCIG
 We Can Association Inc
 Wesley Mission Disability Services
 Wesley Mission Victoria
 West Wimmera Health Service
 Westcare Inc
 Western Australian Deaf Society Inc
 Western District Supported Employment Service Inc
 Western Education Support & Training NETwork Inc
 Westhaven Association Ltd
 Westside Community Services Limited
 Wheatbelt Individual & Family Support Assoc
 The Wheelchair and Disabled Association of Australia
 Whittlesea District Branch of the Helping Hand Association
 Willing & Able Foundation Limited
 Wimmera Uniting Care
 Windarrang Central Highlands Association for People with Disabilities Inc
 Windermere Child and Family Services Inc
 Windgap Foundation
 Witmore Enterprises Inc
 Woden Community Service Inc
 Woodbine Inc
 Woodstock Support Inc
 Woodville Community Services Inc
 Woorinyan Inc
 Work Connection Limited
 Work Solutions
 Work Venture (Qld) Ltd
 Worklink Employment Support Group Inc
 Workpower (Inc)
 Work-Ways
 WRESACARE INC
 Xavier Children's Support Network
 Yallambee Deniliquin Ltd
 Yarrabin Outreach Inc
 YFS Community Connections
 Yooralla

ORGANISATIONAL ASSOCIATES

Access Innovation Media
 Ann O'Brien Consulting
 Anti-Discrimination Commission Queensland
 Blackall - Tambo Regional Council
 Community Services
 Bridge the Gap Training and Assessment
 Brooker Consulting Pty Ltd
 City of Ballarat - Kohinoor Community Centre

City of Boroondara
 City of Cockburn
 Clarence Valley Council Community Support Service
 Department of Parliamentary Services
 Dymphna Laurie Consulting
 E-QUAL (Enhancing Quality)
 field
 The Garden Court Centre
 Health and Disability Auditing Australia
 Holroyd City Council - Disability Services
 International Standards Certification Pty Ltd
 J.T.S and Associates Pty Ltd
 La Trobe Lifeskills, Recreation & Work Inc
 Macarthur Community Options
 MAX Software Solutions
 McVicar & Reynolds Pty Ltd
 Mid-Western Recycling
 ONCALL Personnel & Management Services Pty Ltd
 Port Macquarie - Hastings Council
 Public Speaking Dynamics
 Quality of Life and Social Justice Research Centre
 Quality Research
 Real Community Services
 SAFESELECT
 Social Inclusion Unit
 St George & Sutherland Community College
 State Library of NSW
 Supported Housing Development Group Pty Ltd
 Synthesize Consultancy Pty Ltd
 Territory Care and Support Services
 Trio Support Services Pty Ltd
 Tweed Shire Community Options
 West Nurse Service Pty Ltd
 Workforce Auckland Inc

INDIVIDUAL ASSOCIATES

Frank Barila
 Chris Bebb
 Suzanne Becker

Christine Bigby
 Michelle Boles
 Juell Booth
 Sharon Boyce
 Steven Bristow
 Jan Brown
 Joy Cairns OAM
 Amanda Calwell-Smith
 Michele Castagna OAM
 Beverly Charnley
 Kristine Chipps
 Alanna Clohesy
 Justine Constable
 Dianne Cook
 Margaret Cooper OAM
 Ben Crothers
 David Cuda
 Richard Dalla-Riva MLC
 Francesca Davenport
 Patrick Eadington
 Sheridan Forster
 Ruth Fotheringham
 Michael Fox AM
 Anita Geach-Bennell
 Paul Gilby
 Fay Grafen
 Joe Graffam
 John Groves
 Ian Hay
 Anne-Lucy Healy
 Paul Heath
 Richard Hill
 Debra Hindle
 Elizabeth Jones
 Phil Keir
 Elissa Kelly
 Jenny Kent
 Stella Koritsas
 Christine Lee

Terry LeMay
Helen Makeham
Jeno Marosszeky
Eric Martin
Gary Matthews
Wesley McCulloch
Alison McFarlane
Darlene McLennan
Sharon McMeekin
Alan Meagher
Elizabeth Mellor
Nadia Moffatt
Claire Moore
William Moore
Phillip Morath
John Morkham
Max Murray
Brian O'Hart
Therese O'Malley
Casper Ozinga
Sam Paior
David Pearce OAM
Nick Polimenakos
Laurel Prince
Mark Relf
Norma Rigby
Serena Roberts
Carey Sebbens
Craig Shallard
Val Simpson
Tanya Sperring
Dell Stagg
Thea Summerville
Davina Taylor
Benny Thomas
Ian Thompson
Tony Tregale
Ryan Thrupp
Lester Tropman

Stephen Wade, MLC
Susan Warth
Erika Webb
Geoff Welchman
Patricia Wetton
Stephen Winn
Bryan Woodford
Mary Wooldridge
Michael Wooley

FINANCIAL REPORTS



SECTION 4



NATIONAL DISABILITY SERVICES LIMITED

ACN 008 445 485

ANNUAL FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2010

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**DIRECTORS' REPORT TO THE MEMBERS
FOR THE YEAR ENDED 30 June 2010**

The directors submit here with the financial statement of the company for the year ended 30 June 2010 together with the auditors' report thereon

Directors

The names and experience of directors in office at any time during or since the end of the year are:

<p>Tim Walton (B.Com, Grad Dip Edu, Grad Dip Special Edu) * Chief Executive - Australian Foundation for Disability * Director - Penrith Business Alliance</p>	<p>President (elected Dec. 09) Chairperson, NSW Division</p>
<p>Anthony Lund * Former Chief Executive - Disability Services Australia * Chairman Workability International Oceania * Director - Workability International * Director - Jenny Bull & Co. Solicitors * Director - Quality Improvement Council (VIC)</p>	<p>President (retired Dec. 2009) Chairperson, NSW Division</p>
<p>Lynn Quirk * Chief Executive Officer - Connect2Group Inc.</p>	<p>Vice-President (retired Dec. 2009) Elected Member</p>
<p>Diana Heggie (GACD, Grad Dip Human Services Research, Cert Management (AIM), MSCP (Dublin)) * Chief Executive Officer - SCOPE (Vic) Ltd</p>	<p>Vice-President (elected Dec. 2009) Elected Member</p>
<p>Liz Bishop (Grad Dip Bus, Cert Assoc Mgmt, Mental Retardation Nurse) * Chief Executive Officer - St John of God ACCORD * Member NDS Disability Commissions Board</p>	<p>Elected Member</p>
<p>Peter Callaghan (Dip.Bus, AdvDip Community Services (Disability), MAMM) * Chief Executive Officer - Community Solutions Inc. * Chairperson - Central Queensland Christian College * Policy Council Member - Chamber of Commerce & Industry QLD * Committee Member - Keppel Community Care Inc.</p>	<p>Chairperson, QLD Division</p>
<p>Susan Healy (Grad Dip. Special Edu, Dip. Edu, B.Eds) * Executive Director - Sharing Places * Chairperson - Epilepsy A.C.T.</p>	<p>Chairperson, ACT Division</p>
<p>Kirsty Carter * Executive Officer - Top End Association for Mental Health Inc</p>	<p>Chairperson, NT Division</p>
<p>Glenn Rappensberg (RGN, B.Mgt, AFACHE) * Chief Executive - Novita Children's Services * Director - Ability First Australia Ltd * Director - CP Australia Inc * Honorary Executive Director - Channel 7 Children's Research Foundation SA * Vice President St Peter's College Foundation Inc</p>	<p>Chairperson, SA Division (retired September 2009)</p>

DIRECTORS' REPORT (continued)

Max Dyason (B.Econ)

- * Chief Executive Officer - Bedford Industries Inc
- * Director - Bedford Housing Cooperative Association

Chairperson, SA Division
(appointed Sept. 2009)

David Coe (B.Bus)

- * Manager Corporate Services - Oak Tasmania

Chairperson, TAS Division
(retired Sept. 2009)

Dale Lutteral (MBA)

- * Chief Executive Officer - Eskleigh Foundation Inc

Chairperson, TAS Division
(appointed Sept. 2009)

Richard Dent (GradDip Bus. Mgmt, MBA, M. Welfare & Social policy)

- * Chief Executive Officer - E.W. Tipping Foundation
- * Public Officer - Victorian Person Centred Services
- * Director - i-GAIN Quality Learning
- * Interim Director - Disability Professionals Australia
- * Public Officer - South West Gippsland Residential Services Assoc.

Chairperson, VIC Division

Gordon Trewern

- * Chief Executive Officer - Nulsen Haven Association Inc
- * Member - Disability Services Council Round Table
- * Committee Member - CCI Disability Committee
- * Director Trudy Investment Superannuation Co.

Chairperson, WA Division
(retired October 2009)
Elected Member
(appointed November 2009)

Joan McKenna-Kerr (Moderatorship in Sociology)

- * Chief Executive Officer, Autism Association of Western Australia Inc
- * Director - Australian Advisory Board on Autism Spectrum Disorders

Chairperson, WA Division
(appointed October 2009)

Andrew Richardson (B.Sc, LLB, MBA, FAIM, GAICD)

- * Chief Executive Officer - The Wheelchair and Disabled Association of Australia
- * Director - Down Syndrome Association NSW

Elected Member

Anthony Putt (AdvDip Mgmt, Adv Dip Disability, AICD)

- * Chief Executive Officer - Central Access Limited
- * Vice Chair - Benalla Hospital
- * Vice Chair - Waminda Neighbourhood House
- * Chairperson - Benalla Lakeside Cooperative
- * Chairperson - Hume Region Transport Connections Board
- * Director - North East local Learning & Employment Committee
- * Chairperson - North East Australian Institute of Company Directors Committee

Elected Member

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

DIRECTORS' REPORT (continued)

Directors' meetings

Meetings attended by each person who was a director throughout the year.

	Possible	Actual
Tim Walton	4	4
Anthony Lund	1	1
Lynn Quirk	4	3
Susan Healy	4	3
Kirsty Carter	4	3
Peter Callaghan	4	4
Glenn Rappensberg	1	1
David Coe	1	-
Anthony Putt	4	4
Richard Dent	4	4
Gordon Trewern	4	4
Andrew Richardson	4	4
Liz Bishop	4	4
Diana Heggie	4	4
Max Dyason	3	3
Dale Lutteral	3	1
Joan McKenna-Kerr	3	2
Kerry Langford (alternate for Susan Healy)	1	1

In accordance with the company's constitution, two directors will retire at the annual general meeting, to be held on 6 December 2010. All are eligible to offer themselves for re-election.

Directors' Interests and Benefits

Since the end of the previous financial year no director of the company has received or become entitled to receive any benefit by reason of a contract made by the company with the director or with a firm of which the director is a member, or with a company in which the director has a substantial financial interest, other than those related party transactions disclosed in the financial report.

Dividends

The company is limited by guarantee and is prohibited by its objects from distributing its surplus to the members. Accordingly no dividend has been paid or declared since the start of the financial year by the company.

DIRECTORS' REPORT (continued)

Principal Activities

The principal activities of the company remained unchanged during the year and involved acting as the national co-ordinating body for organisations and associations working in the disability field in Australia as well as performing various sector projects.

Objectives

NDS's long term objectives include:

- to increase the capacity of its members to operate efficient and effective services – and assist members to meet relevant industry and government standards - through the provision of information and advice, networking opportunities and access to corporate support;
- to influence governments at both state/territory and federal levels to provide a policy environment that is responsive to the needs of people with disability and their service providers.

To achieve these objectives, the Company has adopted the following strategies:

- Equipping members to adapt to the new world in the current economic downturn. Performance measures include relevant, accurate and timely information to members about this new world; equipping them with skills and strategies and assisting them to achieve sustainability – including through influencing governments to reduce red tape and implement funding models that fully reflect the cost of service delivery, including compliance.
- Identify and respond to the unmet need and changing demand for disability services. Performance measures include membership satisfaction that all reasonable steps are taken to influence the development of a national scheme which would provide universal and equitable no-fault entitlement to disability services for all Australians who require long-term support, promote the continued expansion of non-government disability services because they are generally more efficient, responsive and mission-driven than government services and a funding formulae from government that reflects the changing needs of clients.
- Respond to workforce development, recruitment and retention issues in the disability sector. Performance measures include member satisfaction with NDS's driving of the workforce agenda with governments, with close engagement in the development of the Government's National Disability Workforce Strategy.
- Reduce cross-program barriers that prevent services from responding to the needs of people with disability. Performance measures include the negotiation across programs and all levels of government to find solutions to cross-program barriers, recommendations for sustainable solutions to reduce cross program barriers, including influencing the development of the National Disability Strategy.
- Promote service improvement through engaging in research and disseminating research findings. Performance measures include influencing or partnerships with professional research bodies to initiate research projects that enhance the quality of service provision and convince governments that their funding purchases cost-effective and valuable outcomes and engagement with stakeholders to develop a national disability research agenda that is responsive to the needs of the sector.
- Be seen as the peak voice for disability service providers. Performance measures include positioning NDS as the leading non-government voice on disability service issues – an essential source of advice for both state and federal governments, MPs, media and peak bodies in allied fields; NDS to be seen as authoritative, reasonable and progressive and regarded as a crucial partner in development of national disability service standards; NDS seen to be a key resource in development and delivery of training programs for staff in disability service organisations; member organisations viewed by government, the general public, service providers and Australians with disabilities as quality service providers.

DIRECTORS' REPORT (continued)

- Build NDS's capacity, consistency and sustainability. Performance measures include:

Improvement in its financial sustainability with a broader funding base.
A functionally and structurally sound entity with best practice governance policies and optimal organizational structure.
Improved effectiveness and efficiency of its processes and systems and improved standards and integration of its Financial, HR, Risk Management, Quality and Communication systems.

NDS National office and NDS States report quarterly on accomplishments across these key result areas. The reports highlight activities and actions undertaken on behalf of members within the disability service sector.

Member's Guarantee

NDS is a company limited by guarantee. The company has two categories of membership: Organisational and Life. Organisational Membership is for not-for-profit organisations in the disability field. Life members are individuals elected by a general meeting of NDS. Membership of the company is by annual subscription determined by the size of the member organisation or individual. Only members with fully paid subscription in any year are entitled to vote at the company's Annual General Meeting. In the event of a winding up members would be liable to contribute to the extent that outstanding subscriptions have not been made. Further, no distributions are made to member in the event of a winding up. On a winding up of the Company, any surplus assets remaining after the payment of the Company's liabilities shall be transferred to another like organisation in Australia which is a public benevolent institution for the purposes of any Commonwealth Taxation Act, in accordance with the Company's constitution.

Result of Operations

During the year the company's activities resulted in a surplus of \$631,794 (2009: \$613,767).

Events Subsequent to Balance Date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the directors of the company, to affect substantially the operations of the company, the results of those operations or the state of affairs of the company in subsequent financial years.

State of Affairs

In the opinion of the directors there were no significant changes in the state of affairs of the company that occurred during the financial year under review not otherwise disclosed in this report or the accounts.

Review of Operations

A detailed review of operations has been included in the reports by the Chief Executive and the President in the Annual Report for National Disability Services Limited. Therefore the information has not been included under Class Order 98/2395.

Future Developments

A review of future developments has been included in the reports by the Chief Executive and the President in the Annual Report for National Disability Services Limited. Therefore the information has not been included under Class Order 98/2395.

DIRECTORS' REPORT (continued)

Indemnifying Officers or Auditor:

The company has not, during or since the financial year, in respect of any person who is or has been an officer or auditor of the company or a related body corporate:

- . indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings; or
- . paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expenses to defend legal proceedings.

During the financial year the company contracted Directors' and Officers' Liability insurance on behalf of all directors and officers of the company. The directors have not included details of the nature of the liabilities covered or the amount of the premium paid in respect of the insurance contract, as such disclosure is prohibited under the terms of the contract.

Auditor's Independence Declaration:

A copy of the auditor's independence declaration as required under section 307c of the Corporations Act 2001 is set out after the independent audit report.

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



Tim Walton



Andrew Richardson

Dated at Sydney this 27th day of October 2010

DIRECTORS' DECLARATION


The directors of the company declare that:

1. The financial statements and notes are in accordance with the Corporations Act 2001:

- (a) comply with Accounting Standards and the Corporations Regulations 2001; and
- (b) give a true and fair view of the financial position as at 30 June 2010 and of the performance for the year ended on that date of the company.

2. In the directors' opinion 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.



Tim Walton



Andrew Richardson

Dated at Sydney this 27th day of October 2010

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Campbell ACT 2612

PO Box 27, Campbell ACT 2612

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F +61 (0)2 6230 6161

www.moorestephens.com.au

INDEPENDENT AUDIT REPORT

To the Members
National Disability Services Limited
(ACN: 008 445 485)

The financial report comprises the statement of financial position, statement of comprehensive income, statement of cash flows, statement of changes in equity and accompanying notes 1 to 23, and the directors' declaration for National Disability Services Limited (the Company), for the year ended 30 June 2010.

Board of Directors' Responsibility for the Financial Report

The Board of Directors' are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations), the provisions of the *Corporation Act 2001* and the constitution of the Company. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*.

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Auditor's Opinion

In our opinion, the financial report of National Disability Services Limited is in accordance with the *Corporations Act 2001* including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2010 and of its performance for the year ended on that date, and
- (ii) complying with Australian Accounting Standards and the *Corporations Regulations 2001*.



Eric Hummer
Director
Moore Stephens

27 October 2010

1st Floor, 65-67 Constitution Avenue
Campbell ACT 2612

PO Box 27, Campbell ACT 2612

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

To the Members
National Disability Services Limited
(ACN: 008 445 485)

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2010 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Eric Hummer
Director
Moore Stephens

Canberra
27 October 2010

STATEMENT OF FINANCIAL POSITION

AS AT 30 June 2010

	Note	2010 \$	2009 \$
CURRENT ASSETS			
Cash and cash equivalents	4	34,037,592	30,959,093
Receivables	5	822,996	748,325
Other	6	<u>723,116</u>	<u>231,665</u>
TOTAL CURRENT ASSETS		<u>35,583,704</u>	<u>31,939,083</u>
NON CURRENT ASSETS			
Property, plant and equipment	7	<u>1,612,899</u>	<u>1,753,267</u>
TOTAL NON CURRENT ASSETS		<u>1,612,899</u>	<u>1,753,267</u>
TOTAL ASSETS		<u>37,196,603</u>	<u>33,692,350</u>
CURRENT LIABILITIES			
Payables	8	1,538,507	2,654,439
Interest bearing liabilities	9	108,218	71,543
Provisions	10	56,188	33,352
Unearned revenue	11	<u>30,216,372</u>	<u>26,385,575</u>
TOTAL CURRENT LIABILITIES		<u>31,919,284</u>	<u>29,144,910</u>
NON CURRENT LIABILITIES			
Interest bearing liabilities	9	25,315	44,889
Provisions	10	<u>218,716</u>	<u>101,058</u>
TOTAL NON CURRENT LIABILITIES		<u>244,031</u>	<u>145,947</u>
TOTAL LIABILITIES		<u>32,163,315</u>	<u>29,290,857</u>
NET ASSETS		<u>5,033,287</u>	<u>4,401,493</u>
EQUITY			
Reserves	13	851,565	862,856
Retained surplus		<u>4,181,722</u>	<u>3,538,638</u>
TOTAL EQUITY		<u>5,033,287</u>	<u>4,401,494</u>

The accompanying notes form part of these financial statements.

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 June 2010

	Note	2010 \$	2009 \$
Revenue from ordinary activities	2	14,837,091	10,468,825
Staffing costs		(5,777,686)	(4,214,310)
Occupancy costs		(572,220)	(450,776)
Other administrative costs		(4,642,093)	(3,784,830)
Project costs		(2,863,690)	(1,119,343)
Depreciation and amortisation		(342,525)	(293,271)
Profit/(loss) on disposal of assets	3	(1,303)	12,536
Borrowing costs	3	(5,781)	(5,065)
Surplus / (Deficit) for the year		<u>631,794</u>	<u>613,767</u>
Other comprehensive income:			
Net gain on revaluation of non-current assets		-	-
Net (loss)/gain on revaluation of financial assets		-	-
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>631,794</u>	<u>613,767</u>

The accompanying notes form part of these financial statements.

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 June 2010

	Note	2010 \$	2009 \$
Operating activities			
Receipts from members and customers		18,806,132	30,019,875
Payments to suppliers and employees		(16,114,805)	(10,464,402)
Interest received		513,828	652,025
Borrowing costs		(5,781)	(5,066)
Net cash provided by (used in) operating activities	18(b)	<u>3,199,374</u>	<u>20,202,432</u>
Investing activities			
Proceeds from property, plant and equipment		70,000	145,527
Purchases of property, plant and equipment		(172,609)	(466,056)
Subsidies received for capital items		-	-
Net cash provided by (used in) investing activities		<u>(102,609)</u>	<u>(320,529)</u>
Financing activities			
Proceeds from borrowings		-	16,485
Repayment of finance lease principal		(18,269)	(9,013)
Repayment of borrowings		-	-
Net cash provided by (used in) financing activities		<u>(18,269)</u>	<u>7,472</u>
Net movement in cash and cash equivalents		3,078,497	19,889,375
Cash and cash equivalents at beginning of year		30,959,093	11,069,718
Cash and cash equivalents at end of year	18(a)	<u>34,037,591</u>	<u>30,959,093</u>

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 June 2010

	Reserves (detailed in Note 13)	Retained Surplus	Total
Balance at 1 July 2008	962,856	2,824,871	3,787,727
Net surplus / (deficit) for the year	-	613,767	613,767
Movements in reserves	(100,000)	100,000	-
Balance at 1 July 2009	862,856	3,538,638	4,401,494
Net surplus / (deficit) for the year	-	631,794	631,794
Movements in reserves	(11,291)	11,291	-
Balance at 30 June 2010	851,565	4,181,723	5,033,287

The accompanying notes form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 1: Statement of Significant Accounting Policies

The financial statements cover National Disability Services Limited. National Disability Services Limited is a company limited by guarantee, incorporated and domiciled in Australia. The financial statements of the company incorporate the activities of the National Office and all state divisions of NDS.

Basis of Preparation

This financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board 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 application of these Accounting Standards have not been assessed.

The following is a summary of the significant accounting policies adopted by the company in the preparation of this financial report. The accounting policies have been consistently applied, unless otherwise stated.

The accounting policies set out below have been consistently applied to all years presented. The financial report has been prepared on an accruals basis and is based on historical costs modified by the revaluation of selected non-current assets, financial assets and financial liabilities for which the fair value basis of accounting has been applied.

(a) **Income Tax**

National Disability Services Limited is exempt from income tax under the provisions of the *Income Tax Assessment Act*.

(b) **Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost less, where applicable, any accumulated depreciation and impairment losses.

The carrying amount of property, plant and equipment is reviewed annually by the Company to ensure it is not in excess of the remaining service potential of these assets.

Property, plant and equipment purchases with a cost of less than \$1,000 are expensed in the period of

All classes of property, plant and equipment are depreciated using the straight line method. Depreciation is charged at the following rates:

Class of fixed assets	Rates
Furniture, plant and equipment	10-33%
Motor vehicles	20%
Leased machines and equipment	20%
Leasehold/freehold buildings	2.5%

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 1: Statement of Significant Accounting Policies (continued)

(c) **Financial instruments**

Recognition

Financial instruments are initially measured at fair value on trade date, which includes transaction costs, when the related contractual rights or obligations exist. Subsequent to initial recognition these instruments are measured as set out below.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are stated at amortised cost using the effective interest rate method.

Held-to-maturity investments

These investments have fixed maturities, and it is the company's intention to hold these investments to maturity. Any held-to-maturity investments held by the company are stated at amortised cost using the effective interest rate method.

Available-for-sale financial assets

Available-for-sale financial assets are reflected at fair value. Unrealised gains and losses arising from changes in fair value are taken directly to equity. No available-for-sale financial assets were held by the Company during the year.

Financial liabilities

Non-derivative financial liabilities are subsequently recognised at amortised cost, comprising original debt less principal payments and amortisation.

(d) **Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand and deposits held at call with banks or financial institutions.

(e) **Employee Benefits**

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits. Contributions are made by the company to employees' superannuation funds and are charged as expenses when incurred.

(f) **Leases**

Leases of fixed assets where substantially all of the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the Company are classified as finance leases. Finance leases are capitalised recording an asset and a liability equal to the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a provision and amortised on a straight line basis over the life of the lease term.

Operating lease payments are expensed on a straight line basis which is representative of the pattern of benefits derived from the leased assets.

Make good obligations arising from operating leases are recognised as a provision for make good and a depreciable asset on commencement of the lease.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 1: Statement of Significant Accounting Policies (continued)

(g) **Provisions**

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of a past event it is probable that the Company will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. The amount recognised as a provision is the best estimate of the consideration required to settle the present obligation at the end of the reporting period taking into account the risks and uncertainties surrounding the obligation. During the current financial year, the Company recognised provisions in respect of long service leave, make good obligations, lease incentives and Companion Card refunds (refer note 10).

(h) **Comparative figures**

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

(i) **Revenue recognition**

Membership subscriptions are recognised as revenue when due.

Operational grants are recognised as revenue progressively over the period of the grant. Operational grants received in respect of future financial years are recognised as income received in advance (liabilities, unearned revenue).

Project grants are recognised as revenue to the extent that the monies have been applied in accordance with the conditions of the grant. Project grants received prior to the year end but unexpended as at that date are recognised as unexpended project grants (liabilities, unearned revenue).

Conference and seminar income is recognised as revenue on completion of the event. Income received prior to the holding of the event is recognised as income received in advance (liabilities, unearned income).

Publications sales are recognised upon delivery of goods to the customer.

Revenue from the rendering of services is recognised upon the delivery of the service to the customer.

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

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

Donations and other contributions are recognised at the time funds are received.

(j) **Impairment**

At each reporting date, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. As a not-for-profit entity, value in use for the company, according to AASB 136 Impairment of Assets, is depreciated replacement cost. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

(k) **Critical accounting estimates and judgements**

The directors evaluate estimates and judgements incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company.

Key estimates - Impairment

The Company assesses impairment at each reporting date by evaluating conditions specific to the Company that may lead to impairment of assets. Should an impairment indicator exist, the determination of the recoverable amount of the asset may require incorporation of a number of key estimates. Impairment indicators were present at 30 June 2010 due to outstanding accounts receivable debtors which are not expected to be recovered (refer note 5).

Key estimates - Make good

The Company has quantified the expected make good costs on operating leases on the basis of cost per square metre using relevant estimates from persons in the industry. The estimated value of make good costs at year end was \$51,900 (refer note 10).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

	2010	2009
	\$	\$
Note 2: Revenue		
<i>Operating activities:</i>		
Government grants	2,568,176	2,231,140
Other grants	79,138	209,081
Membership Subscriptions	1,512,976	1,379,054
Conference and seminar fees	1,387,746	1,132,880
Publication sales	-	48,792
Project income	7,952,182	3,984,553
Rentals	79,887	70,580
Interest	513,828	661,436
Profit on disposal of property, plant and equipment	-	15,365
Other	742,702	731,127
Donations	455	4,818
Total Revenue	<u>14,837,091</u>	<u>10,468,826</u>
Note 3: Surplus / (Deficit) for the Year		
<i>(a) Expenses</i>		
Operating lease rentals - office premises	414,061	335,503
Employee benefits expense : defined contribution superannuation plan	287,861	374,418
Depreciation & amortisation of non-current assets:		
- buildings	33,253	26,670
- furniture, plant and equipment	181,135	145,917
- renovations	49,274	33,604
- leased machines and equipment	15,169	11,349
- motor vehicles	62,733	75,729
Total depreciation & amortisation	<u>341,565</u>	<u>293,269</u>
Borrowing costs	5,781	4,507
Loss (Gain) on disposal of property plant and equipment	1,303	5,157
Impairment - Trade receivables	49,000	30,546
<i>(b) Significant Revenue and Expenses</i>		
Conference and seminar activities:		
- revenue	1,387,746	1,078,053
- expenditure	<u>(1,075,592)</u>	<u>(847,830)</u>
Contribution to operating profit	<u>312,154</u>	<u>230,223</u>
Note 4: Cash and cash equivalents		
Cash on hand and at bank	11,491,538	22,550,409
Short term deposits	<u>22,546,054</u>	<u>8,408,683</u>
	<u>34,037,592</u>	<u>30,959,093</u>

(a) Administered Funds

Cash and cash equivalents include funds relating to projects administered on behalf of external third party organisations.

These funds are not available for distribution in NDS's operations.

The total amount of external third party organisations funds being administered as at 30 June 2010 is \$17,905,434 (2009: \$17,038,518).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

	2010 \$	2009 \$
Note 5: Receivables		
CURRENT		
Trade debtors	893,705	770,034
Allowance for impairment of receivables	<u>(70,709)</u>	<u>(21,709)</u>
	<u>822,996</u>	<u>748,325</u>

Accounts receivable includes invoices raised on behalf of external third parties organisations for which we administer various projects.

The amounts relating to outstanding invoices as at 30 June 2010 is \$442,250 (2009: \$nil).

There is no impairment against these receivables.

(a) Allowance for impairment of receivables:

Current trade debtors are generally on 30 day terms. These receivables are assessed for recoverability and an allowance for impairment is recognised when there is objective evidence that an individual trade debtor is not recoverable. These amounts have been included in other expense items.

Movement in the allowance for impairment of receivables is as follows:

Opening balance	(21,709)	(21,709)
Allowance charged as expense for the year	(49,000)	-
Amounts written off	-	-
Closing balance	<u>(70,709)</u>	<u>(21,709)</u>

All amounts in trade debtors which are post due have been included in the allowance for impairment. All other trade debtors are expected to be received when due.

Note 6: Other current assets		
Accrued income	556,665	74,745
Prepayments	136,537	142,377
Deposits	<u>29,915</u>	<u>14,543</u>
	<u>723,116</u>	<u>231,665</u>

Note 7: Property, plant and equipment

Buildings on freehold land – at cost - refer note	601,243	601,243
Buildings on leasehold land – at cost	465,531	465,531
Renovations – at cost	463,133	356,120
Accumulated depreciation	<u>(524,426)</u>	<u>(459,548)</u>
	<u>1,005,482</u>	<u>963,346</u>
Furniture, plant and equipment – at cost	1,312,620	1,179,423
Accumulated depreciation	<u>(965,147)</u>	<u>(725,285)</u>
	<u>347,473</u>	<u>454,138</u>
Motor vehicles – at cost	342,383	348,081
Accumulated depreciation	<u>(132,075)</u>	<u>(78,061)</u>
	<u>210,310</u>	<u>270,020</u>
Leased machines and equipment – at cost	92,693	92,693
Accumulated depreciation	<u>(43,060)</u>	<u>(26,931)</u>
	<u>49,633</u>	<u>65,762</u>
Total Property, Plant and Equipment	<u>1,612,899</u>	<u>1,753,267</u>

Not yet received

(a) Buildings on freehold land includes a property at 59 Walters Road, Osborne Park, WA which is held and used by NDS under a deed of trust in which NDS and the Lotteries Commission of Western Australia are tenants in common (refer to note 20 for further details of the beneficial interests of the Lotteries Commission of Western Australia). As it is the intention of NDS to continue to hold and use this property at least until the expiration of the deed of trust, the building has been recognised as an asset of NDS subject to the contingent liability disclosed on note 20.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 7: Property, plant and equipment (continued)

	2010	2010	2010	2010
(b) Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year	Land, buildings and renovations	Furniture, plant and equipment	Motor vehicles	Leased machines and equipment
	\$	\$	\$	\$
Opening Balance	963,346	454,139	270,020	65,762
Additions - cash consideration	23,814	74,469	74,326	-
Additions - make good and lease incentives	83,351	-	-	-
Recoverable amount write downs	-	7,542	4,230	-
Disposals	-	(7,542)	(75,533)	-
Depreciation and amortisation expense	(65,028)	(181,135)	(62,733)	(16,129)
Closing Balance	<u>1,005,482</u>	<u>347,473</u>	<u>210,310</u>	<u>49,633</u>

Note 8: Payables	2010	2009
CURRENT	\$	\$
<i>Unsecured liabilities:</i>		
Creditors and accrued expenses	446,929	476,728
GST payable	675,848	1,885,910
Employee benefits payable	73,305	34,457
Provision for annual leave	342,425	257,345
	<u>1,538,507</u>	<u>2,654,439</u>

Note 9: Interest bearing liabilities	2010	2009
CURRENT		
Lease liability	19,622	18,314
Credit card	88,596	53,229
	<u>108,218</u>	<u>71,543</u>
NON-CURRENT		
Lease liability	25,315	44,889
	<u>25,315</u>	<u>44,889</u>

Note 10: Provisions	2010	2009
CURRENT		
Provision for long service leave	35,513	22,882
Lease incentive liability	20,175	-
Companion Card refunds	500	10,470
	<u>56,188</u>	<u>33,352</u>
NON-CURRENT		
Provision for long service leave	145,731	101,058
Lease incentive liability	21,085	-
Provision for makegood	51,900	-
	<u>218,716</u>	<u>101,058</u>

The lease incentive liability relates to payments received from the lessor as a contribution towards the fit out costs of leased premises in Victoria and New South Wales. The incentive is treated as an asset in the books of National Disability Services together with a corresponding liability in the event that the company decides to leave the premises prior to the expiry of the lease. Amortisation on the assets is charged to depreciation over the life of the lease. The lease incentive liability is treated as a reduction in the company's rental expenses on a straight line basis over the life of the lease.

A make good liability has been recognised in respect of the premises in Northern Territory, Victoria and New South Wales. This provision represents an estimate for the costs of removing the company's fixtures & fittings at the expiry of the lease term for each of the leased premises.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 June 2010

	2010 \$	2009 \$
Note 11: Unearned revenue		
CURRENT		
Membership fees in advance	351,316	526,045
Income in advance - Grants	29,773,830	25,715,629
Income in advance - Other	91,225	143,901
	<u>30,216,372</u>	<u>26,385,575</u>

(a) Administered Funds

Unearned revenue under income in advance - grants, includes funds relating to projects administered on behalf of external third party organisations. These funds do not form part of NDS's operational revenue however, in some cases, NDS receives an administration fee for the management of the funds, or specific projects relating to these funds.

Administration and project management fees earned managing these external third party organisations funds during 2010 were \$300,000 (2009: \$nil).

The total amount of unearned revenues being managed on behalf of external third party organisations is \$17,905,434 (2009: \$17,038,518).

Unearned revenue for grants to NDS is released into the profit and loss against project expenses as they are incurred.

Note 12: Employee information

The aggregate employee benefit liability recognised and included

Payables (Note 8)	415,730	291,802
Provisions (Note 10)	181,244	123,939
Aggregate employee benefit liability	<u>596,974</u>	<u>415,741</u>
Number of employees at year end	<u>79</u>	<u>68</u>

Note 13: Reserves

Capital Reserve	515,000	515,000
Contingency Reserve	33,036	33,036
Communications Reserve	50,000	50,000
Hilarie Moore Reserve	100,000	100,000
Management system reserve	12,000	12,000
Overseas Aid Policy Officer Reserve	50,810	50,810
General Reserve	32,010	32,010
Workforce Planning Reserve	-	-
Professional Development Reserve	38,709	50,000
Staff Awards Reserve	20,000	20,000
	<u>851,565</u>	<u>862,856</u>

(a) Capital Reserve

Nature and purpose of reserve

The Capital reserve is used to record the cost of property, plant and equipment expended out of government grants.

Movements in reserve

Opening balance	515,000	515,000
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>515,000</u>	<u>515,000</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

	2010 \$	2009 \$
Note 13: Reserves (continued)		
(b) Contingency Reserve		
<i>Nature and purpose of reserve</i>		
The Contingency reserve is formed from unallocated membership subscriptions and is used to record transactions associated with monies set aside for special activities and acquisitions.		
<i>Movements in reserve</i>		
Opening balance	33,036	33,036
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>33,036</u>	<u>33,036</u>
(c) Communications Reserve		
<i>Nature and purpose of reserve</i>		
The Communications reserve has been established to upgrade information technology, publications and other forms of communication.		
<i>Movements in reserve</i>		
Opening balance	50,000	50,000
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>50,000</u>	<u>50,000</u>
(d) Hilarie Moore Reserve		
<i>Nature and purpose of reserve</i>		
The Hilarie Moore reserve represents an amount donated by Hilarie Moore, a life member. The interest accumulated from the investment of the donation is to be used to support projects in the Pacific region or as directed by the Board.		
<i>Movements in reserve</i>		
Opening balance	100,000	100,000
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>100,000</u>	<u>100,000</u>
(e) Management system reserves		
<i>Nature and purpose of reserve</i>		
The management systems reserve has been established to record transactions related to Governance and Professional Development. There was no movement in the reserve in the current year.		
<i>Movements in reserve</i>		
Opening balance	12,000	12,000
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>12,000</u>	<u>12,000</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

	2010 \$	2009 \$
Note 13: Reserves (continued)		
(f) Overseas Aid Policy Officer reserve		
<i>Nature and purpose of reserve</i>		
The Overseas Aid Policy Officer reserve is an amount set aside for the purpose of funding the activities of a policy officer to promote overseas aid projects for a period of 12 months.		
<i>Movements in reserve</i>		
Opening balance	50,810	50,810
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>50,810</u>	<u>50,810</u>
(g) General Reserve		
<i>Nature and purpose of reserve</i>		
The General reserve is used to allocate funds for future capital projects.		
<i>Movements in reserve</i>		
Opening balance	32,010	32,010
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>32,010</u>	<u>32,010</u>
(h) Workforce Planning Reserve		
<i>Nature and purpose of reserve</i>		
The Workforce Planning reserve is formed from unallocated funds with monies set aside for a workforce planning strategy in 2008/09.		
<i>Movements in reserve</i>		
Opening balance	-	100,000
Transfers from retained surplus	-	-
Transfers to retained surplus	-	(100,000)
Closing balance	<u>-</u>	<u>-</u>
(i) Professional Development Reserve		
<i>Nature and purpose of reserve</i>		
The Professional Development reserve is formed from unallocated funds with monies set aside for professional development for WA staff.		
<i>Movements in reserve</i>		
Opening balance	50,000	50,000
Transfers from retained surplus	-	-
Transfers to retained surplus	(11,291)	-
Closing balance	<u>38,709</u>	<u>50,000</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

	2010	2009
	\$	\$
Note 13: Reserves (continued)		
(i) Staff Awards Reserve		
<u>Nature and purpose of reserve</u>		
The Staff Awards reserve is formed from unallocated funds with monies set aside for staff awards for WA staff.		
<u>Movements in reserve</u>		
Opening balance	20,000	20,000
Transfers from retained surplus	-	-
Transfers to retained surplus	-	-
Closing balance	<u>20,000</u>	<u>20,000</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 14: Company details

The Company operates within the disability field within Australia.

The company is a public company limited by guarantee. The registered office and principal place of business of the company is ACROD House, 33 Thesiger Court, Deakin ACT.

The principal place of business is:

National Office
ACROD House
33 Thesiger Court
DEAKIN ACT 2600

NDS SA Division
Ground Level, Building 4
32-46 Sir Donald Bradman Drive
MILE END SA 5031

NDS ACT Division
ACROD House
33 Thesiger Court
DEAKIN ACT 2600

NDS TAS Division
2 / 221 Macquarie Street
HOBART TAS 7000

NDS NSW Division
Level 4
60 Pitt Street
SYDNEY NSW 2000

NDS VIC Division
10 / 369 Royal Parade
PARKVILLE VIC 3052

NDS NT Division
Level 1, Suite 5, 43 Cavenagh Street,
DARWIN, NT, 0801

NDS WA Division
Unit 1, 59 Walters Drive
OSBORNE PARK WA 6017

NDS QLD Division
Suite 9, Level 4
Lutwyche City Shopping Centre
543 Lutwyche Road
Lutwyche, QLD 4030

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 15: Economic dependency

The Company receives significant financial support from the Commonwealth Department of Families, Community Services and Indigenous Affairs.

The ACT Division receives significant financial support from the ACT Government, Department of Disability, Housing and Community Services.

The NSW Division receives significant financial support from the NSW State Government (Department of Ageing, Disability and Home Care).

The Northern Territory Division receives significant financial support from the Northern Territory Department of Health & Families

The Queensland Division receives significant financial support from the State Department of Disability Services Queensland.

The South Australian Division receives significant financial support from the South Australia Department for Families and Communities.

The Tasmania Division receives significant financial support from the Tasmanian Department of Health & Human Services.

The Victorian Division receives significant financial support from the Department of Human Services (Victoria)

The Western Australian Division receives significant financial support from the WA State Government.

	2010 \$	2009 \$
Note 16: Auditors' remuneration		
Remuneration of the auditors for:		
- auditing the financial report of the Divisions	11,718	50,426
- auditing the financial report of NDS Limited	48,285	37,938
- other services	-	-
	<u>60,003</u>	<u>88,364</u>
Note 17: Capital and leasing commitments		
(a) Finance lease commitments		
Payable:		
- not later than 1 year	21,772	21,190
- later than 1 year but not later than 5 years	<u>26,314</u>	<u>47,397</u>
Minimum lease payments	48,085	68,587
Less future finance charges	<u>(3,149)</u>	<u>(6,654)</u>
Total lease liability	<u>44,936</u>	<u>61,933</u>

The National Office in ACT has one finance lease for a Konica photocopier which expires in November 2011.

NSW have two leases with Fujii Xerox for Photocopiers - the leases commenced 13 February 2009 for 48 months (expires 12/02/2013).

The NT Division has one finance lease with Fujii Xerox for a photocopier which expires in February 2013

	2010	2009
(b) Operating lease commitments		
Payable:	\$	\$
- not later than 1 year	361,514	426,028
- later than 1 year but not later than 5 years	<u>657,996</u>	<u>855,092</u>
	<u>1,019,510</u>	<u>1,281,120</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

(b) Operating lease commitments (cont'd)

NSW Division leases office premises and car spaces at the address shown in Note 14 above (expires April 2012 with an option to extend for three years until April 2015). Rent is subject to a 3% annual increase, from the anniversary date

The NSW Division has a 20 month sublease of Level 10 60 Pitt Street with Apex Consulting (expiring 29 September 2010).

The NT Division leases office premises shown in Note 14 above (expires 29 February 2012 with an option to extend for three years until February 2015). Rent is subject to an increase by CPI (Darwin) annually on the anniversary of the tenancy

The Queensland Division leases office space at the address shown in Note 14 above (expires in June 2010).

The South Australian Division leases office premises at the address shown in Note 14 (expires 1 September 2013 with an option to extend for five years until April 2018). Rent is subject to an annual CPI (for Adelaide) increase on the anniversary of the tenancy

The Tasmanian Division has a rental lease with Look Developments Pty Ltd to provide office accommodation and parking re 1/221 Macquarie Street Hobart . The lease expires on 1 December 2011. Rent is subject to an annual increase on 1 December each year by CPI (Hobart).

The Division entered into a second a rental lease with Look Developments Pty Ltd to provide office accommodation at the address shown in Note 14 above. The lease expires on 1 December 2012. Rent is subject to an annual increase on 1 December each year by CPI (Hobart).

The Victorian Division leases office premises and car spaces on a 5 year term at the address shown in note 14 above (expires 28 February 2014). Rent is subject to annual fixed percentage increase of 3.75% on the anniversary date (1 March).

The Company has an agreement for 'Programmed Maintenance Services' for the maintenance of ACROD House in Canberra ACT. This agreement expires in November 2012.

Receivable:

- not later than 1 year	33,000	7,500
- later than 1 year but not later than 5 years	<u>41,589</u>	<u>-</u>
	<u>74,589</u>	<u>7,500</u>

The Company has a rental lease with Focus ACT Incorporated to provide office accommodation. The lease was renewed on the 3 October 2009 for a further 3 years under the terms and conditions of the original agreement.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

	2010 \$	2009 \$
Note 17: Capital and leasing commitments (continued)		
(c) Capital expenditure commitments		
Payable:		
- not later than 1 year	-	-
- later than 1 year but not later than 5 years	-	-
	<u>-</u>	<u>-</u>
	<u>-</u>	<u>-</u>
 Note 18: Cash flow information		
	2010	2009
	\$	\$
<i>(a) Reconciliation of cash</i>		
Cash at the end of the financial year as shown in the		
Cash assets	<u>34,037,592</u>	<u>30,959,093</u>
	<u>34,037,592</u>	<u>30,959,093</u>
 <i>(b) Reconciliation of net cash relating to operating activities to net surplus</i>		
Net surplus	631,794	613,767
Non-cash flows in operating surplus:		
Gain/Loss on disposal of plant and equipment	1,303	(12,582)
Depreciation and amortisation	342,525	293,272
Impairment of receivable assets	49,000	-
 Reduction in lease incentive & makegood liabilities	 (7,692)	 -
Changes in assets and liabilities:		
Receivables	(123,671)	(964,699)
Other current assets	(491,451)	98,864
Payables	(1,080,565)	1,735,425
Unearned revenue	3,830,797	18,363,530
Provisions	47,334	74,855
Transfer to reserves	-	-
Net cash relating to operating activities	<u>3,199,373</u>	<u>20,202,432</u>

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

(c) *Unused credit facilities*

The Company has two American Express credit cards which are standard charge cards with no credit limit.

The company has a NAB Business Card facility of \$100,000 which is secured by a National Company Term Deposit. There are currently 20 Business Credit Cards held by NDS staff. The unused balance of the NAB Business Credit Card facility is \$50,415 and is held by the company as a whole.

Note 19: Subsequent Events

The financial report of the Company was authorised for issue on the date that the Directors' Report was signed by the directors.

Note 20: Contingent Liabilities

In October 2005, Unit 3 at 59 Walters Road, Osborne Park was purchased for \$260,000. The Lotteries Commission contributed \$130,000 towards the cost of these premises.

A Deed of Trust has been drawn up in relation to this work with the following terms

- (i) The Trustee (National Disability Services WA) holds the property on Trust for itself and the Lotteries Commission as tenants in common in respect to the number of undivided shares as specified in the Deed schedule
- (ii) The undivided share to the Lotteries Commission will be 130,000/260,000
- (iii) The term of the Deed is 15 years. At the end of the term (2020) the Lotteries Commission's beneficial interest in the property will revert to National Disability Services WA.

The written down value of this property as at 30 June 2010 was \$229,125 (2009: \$229,667)

	2010 \$	2009 \$
Note 21: Key Management Personnel Compensation		
Short term benefits	1,043,852	920,194
Total Compensation	<u>1,043,852</u>	<u>920,194</u>

Note 22: Related Parties

Related party transactions

Transactions between related parties are on normal terms and conditions no more favourable than those available to other persons unless otherwise stated.

During the year a company controlled by Gordon Trewern, NDS National Board member, provided the following financial services for \$ 15,676 (2009: \$15,073). No amounts were outstanding at year end in respect of these services.

Financial services provided during 2009/10 include:

1. Payroll and accounting services;
2. Initial processing of payments and receipts up to preparation of monthly and annual financial reporting
3. Monthly financial reports, analysis and verbal presentation to State Committee;
4. Acquittal of grants to various funding bodies and completion of BAS returns; and
5. Other strategic and financial support as required.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 June 2010

Note 23: Financial Risk Management

(a) Financial Risk Management

Financial Risk Management Policies

The Company's principal financial instruments comprise cash at bank, receivables and accounts payable. These financial instruments arise from the operations of the Company. The Company does not have any derivative instruments at 30 June 2010. It is, and has been throughout the period under review, the Company's policy that no trading in financial instruments shall be undertaken.

Financial Risk Exposures and Management

The main risks arising from the Company's financial instruments are interest rate risk, liquidity risk, and credit risk. The policies for managing each of these risks are summarised below.

Interest rate risk

The Company's exposure to market risk for changes in interest rates relates primarily to the Company's holdings of cash and cash equivalents. The Company's policy is to manage its interest income through regularly reviewing the interest rate being received on cash and cash equivalents and comparing this return to the market.

Liquidity risk

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

Credit risk

The Company does not provide credit. With respect to credit risk arising from the other financial assets of the Company which comprise cash and cash equivalents, the Company's exposure to credit risk arises from default of the counter party, with a maximum exposure equal to the carrying amount of these instruments. The Company does not have any material credit risk exposure to any single receivable or group of receivables under financial instruments entered into by the Company. The Company manages credit risk by maintaining cash deposits with established financial institutions.

(b) Net fair values

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

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2010

Note 23: Financial Risk Management (continued)
 (c) Financial Instrument Composition and Maturity Analysis

	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	
	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009	2010	2009
	%	%	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Financial assets:												
Cash at bank	5.43	5.24	10,703,278	21,443,317	22,547,449	8,258,208	-	81,585	786,865	1,175,984	34,037,592	30,959,093
Receivables	n/a	n/a	-	-	-	-	-	-	822,996	748,325	822,996	748,325
Other financial assets	n/a	n/a	-	-	-	-	-	-	106,452	85,543	166,452	85,543
Total financial assets			10,703,278	21,443,317	22,547,449	8,258,208	-	81,585	1,776,313	2,009,852	35,027,040	31,792,961
Financial liabilities:												
Payables	n/a	n/a	-	-	-	-	-	-	1,538,507	2,654,435	1,538,507	2,654,435
Interest bearing liabilities	15.49%	14.29	88,586	53,229	19,622	18,314	25,315	44,889	-	-	133,533	116,432
Total financial liabilities			88,586	53,229	19,622	18,314	25,315	44,889	1,538,507	2,654,435	1,672,040	2,770,867

Payables are expected to be paid as follows:

	2010	2009
	\$	\$
Within 3 months	1,538,507	2,397,090
3 months to 6 months	-	257,345
	<u>1,538,507</u>	<u>2,654,435</u>



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