



annual report

2010 – 2011



WOMEN'S LEGAL SERVICES NSW

## OUR VISION

To achieve access to justice and a just legal system for all women in NSW, as all women have the right to live free from violence, injustice, inequality and discrimination.

## OUR VALUES

In order to realise our vision, Women's Legal Services NSW (WLS NSW) holds these values as the basis for delivery of our programs and services:

### QUALITY OF SERVICE:

Resources will be used efficiently and effectively, striving for excellence in management, staff, service delivery and accountability to clients and funders.

### EMPOWERMENT:

WLS NSW will work with women in ways which assist them to move to self-determination through being better informed of their legal rights and responsibilities and the resources available.

### PRIORITY:

Priority will be given to programs addressing violence against women with services directed to women most disadvantaged in their access to justice.

### INDEPENDENCE:

WLS NSW is a non-aligned organisation, is independent of government and private services in the area of justice and is responsible to women in NSW.

### BROAD AGENDA:

WLS NSW will seek broad solutions to legal issues through the identification of structural inequalities in the legal system, which limit the lives of women.

### COMPLEMENTARITY AND COOPERATION:

WLS NSW will work to complement the work of other effective legal and women's service providers and will make use of opportunities for cooperative ventures with them.

### ACCESS AND EQUITY:

WLS NSW will work to ensure all women have access to programs and services regardless of age, race, ethnic origin, political or religious beliefs, disability or disadvantage. Where there are competing demands on the resources of WLS NSW, priority will go to the women most disadvantaged in their access to justice.

### RESPECT:

WLS NSW will work and will offer services and programs in ways that are respectful of the dignity, safety and integrity of clients, management and staff.



**Women's Legal Services NSW would like to acknowledge the Darag  
Inland Group and the Eora/Dharawal Coastal Group who are the  
traditional owners of the land that our Centre is on.**





# women's legal resources ltd

Trading as

**Women's Legal Services NSW**

*and incorporating*

Women's Legal Resources Centre (WLRC)

Indigenous Women's Legal Program (IWLP)

Domestic Violence Legal Service (DVLS)

PO Box 206

Lidcombe NSW 1825

Administration line: 02 8745 6900

Fax: 02 9749 4433

Email: [reception@wlsnsw.org.au](mailto:reception@wlsnsw.org.au)

Web: [www.womenslegalnsw.asn.au](http://www.womenslegalnsw.asn.au)

Office hours: 9:00am - 4:30pm (Monday to Friday)

## **Telephone advice services**

### **Women's Legal Contact Line:**

**8745 6988**

**1800 801 501**

Mondays

9:30 - 12:30

Tuesdays

1:30 - 4:30

Thursdays

9:30 - 12:30

Provides free confidential legal information and referrals for women in NSW with a focus on family law, domestic violence, sexual assault and discrimination. Advice may be given by appointment.

### **Domestic Violence Legal Advice Line:**

**8745 6999**

**1800 810 784**

Mondays:

1:30 - 4:30

Tuesdays:

9:30 - 12:30

Thursdays

1:30 - 4:30

Fridays

9:30 - 12:30

Provides free confidential legal information, advice and referrals for women in NSW with a focus on domestic violence and Apprehended Domestic Violence Orders.

### **Indigenous Women's Legal Contact Line:**

**8745 6977**

**1800 639 784**

Mondays

10:00 - 12:30

Tuesdays

10:00 - 12:30

Thursdays

10:00 - 12:30

Provides free confidential legal information, advice and referrals for Aboriginal and Torres Strait Islander women in NSW with a focus on domestic violence, sexual assault, parenting issues, family law, discrimination and victim's compensation.

## **Outreach advice clinics**

Blacktown

every second Friday

Phone: 02 9831 2070

Fairfield

every second Thursday

Phone: 02 9726 4044

Liverpool

every second Thursday

Phone: 02 9601 3555

Penrith

every second Tuesday

Phone: 02 4721 8749

## **Local courts domestic violence duty work**

Blacktown

every Wednesday

Mt Druitt

every second Monday

Penrith

once a month on Tuesday

## **Family Relationship Centres**

Blacktown

once a month

Penrith

once a month, & fortnightly legal information sessions





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# chairperson's report



At the end of my first year as Chair of WLSNSW and with a new Board we have accomplished a great deal in re-structuring and re-invigorating our organisation.

All changes have their challenges. As a result of completing our new Enterprise Agreement and offering our staff salaries more commensurate with their skills and expertise, and the smaller size of our organisation since the cessation of the auspice arrangements with the family violence prevention services at Bourke and Walgett, we have progressively implemented a tighter and more integrated organisational structure.

We are now operating a single team of solicitors delivering our women's, domestic violence and Indigenous Women's Legal Program services under the supervision of our new Supervising Solicitor, Anna Kerr. We sadly farewelled our previous Supervising Solicitors, Dianne Hamey and Karen Mifsud. Both Dianne and Karen contributed significantly to WLSNSW through their dedication and specialised expertise over many years. As they move on to further their careers we wish them all the very best for their futures. We also bid fond farewells to Ana Sastrias, publications officer, and Balwinder Masawan, librarian, as we moved to more on-line activities.

In accordance with our new strategic plan we have more clearly articulated our commitment to the support of self-determination and service provision for Aboriginal women throughout the organisation. We have emphasised our law reform and community education work while retaining our commitment to providing access to legal services for the most disadvantaged women.

## **Service achievements**

During this time, WLS has continued to provide strategic casework, law reform and community education and development services to women across NSW.

Janet Loughman, the Principal Solicitor, leads an exceptional team of dedicated staff- who, working together, provided an impressive array of services.

We provided 542 information and referral services and 1595 legal advices to women during the year either by phone or face-to-face at 8 outreach advice clinic locations and Local Courts in Western Sydney. We represented women in 625 cases.

We have undertaken 391 non-casework projects including 112 community education and 128 law reform projects.

We saw fantastic results from our advocacy work on the sexual assault communications privilege, which followed on from our 2009-2010 pilot program to provide free legal representation to complainants in sexual assault trials in relation to their counselling records.

Women's Legal Services NSW worked in partnership with the NSW Office of the Director of Public Prosecutions, law firms Blake Dawson, Clayton Utz and Freehills and the NSW Bar Association. Data collected during the Project revealed the extent and nature of legal need, identified problems with the operation of the privilege, and demonstrated how a victim's advocate model of legal service delivery could work.

As a result, the laws that protect the confidentiality of sexual assault victims' counselling records in the criminal trial process have been strengthened. Funding has also been committed for an independent service to assist victims in protecting the confidentiality of their records.

Our community education work has focussed on serving the needs of the most disadvantaged women, including working with Aboriginal women in Bourke and Brewarrina on advocacy for their human rights, and throughout NSW in the 'Skill Up Speak Up' project. We have also undertaken education in Australian family and domestic violence law for recently arrived migrant and refugee women in regional and rural NSW. We have responded to state and federal inquiries into family and domestic violence law, making submissions that emphasise the need to harmonise legal systems to make them more accessible for women in need of protection when facing family breakdown.

We also continued the LEAP for women project which takes community legal education and advice to women in prison.

An overview of these and other achievements may be found in the body of this Annual Report.

## chairperson's report

### **Acknowledgements**

The Board wishes to acknowledge the members of the Aboriginal Women's Consultation Network: Elsie Gordon, Gloria Matthews, Vicki Dennison, Christine Robinson, Maryanne Matthews, Sara Matthews, Tina West, and Anusha Duray. Thanks to the contribution of these wonderful women we can improve the cultural appropriateness of our services for women and children across NSW.

My thanks to the Board; Emily Winborne, Sue Knox Davis, Natasha Case, Janette Prichard, Lee-May Saw, Shirley Southgate. Also to Sigrid Herring and Pat Johnson, who left at the Annual General Meeting in November 2010. We welcome Belinda Louis and Anusha Duray who were appointed into casual vacancies.

The work of WLSNSW is greatly enhanced by our pro bono partners, including: Annette Bain and her colleagues at Freehills, Michelle Hannan and her colleagues at Gilbert & Tobin, David Hillard and his colleagues at Clayton Utz and Anne Cregan and her colleagues at Blake Dawson. There are also a large number of pro bono solicitors and barristers who provide an incredible amount of assistance to WLS staff and clients. Thank you all for your support.

To all those who have contributed to the work of the WLS, the Board extends its gratitude. To the Board and Staff, I thank you for your dedication and your tireless efforts to better the lives of women through the work of WLS NSW.

*Sara Blazey Chairperson*



*Sara Blazey, Chairperson*



# our personnel

**During 2010/2011**

## BOARD OF DIRECTORS

Sara Blazey	<i>Chairperson</i>
Sue Knox Davis	<i>Treasurer</i>
Emily Winborne	<i>Secretary</i>
Natasha Case	
Sigrid Herring	<i>Until 24 November 2010</i>
Pat Johnson	<i>Until 24 November 2010</i>
Janette Prichard	
Lee-May Saw	
Shirley Southgate	
Anusha Duray	<i>Appointed 8 December 2010</i>
Belinda Louis	<i>Appointed 2 February 2011</i>

## ABORIGINAL WOMEN'S CONSULTATION NETWORK

Donna Hensen	<i>Coordinator, Indigenous Women's Program, WLS</i>
Shian Barker	<i>NSW Project Officer, Indigenous Women's Program, WLS NSW</i>
Vicki Dennison	<i>Aboriginal Women's Representative, Armidale</i>
Anusha Duray	<i>CDEP Reform Manager, Buyinbin Aboriginal Corporation</i>
Aunty Elsie Gordon	<i>Women's Housing, Dubbo</i>
Maryanne Matthews	<i>Aboriginal Women's Representative, Mt Druitt</i>
Christine Robinson	<i>Coordinator, Wirringa Baiya Aboriginal Women's Legal Centre</i>
Tina West	<i>Eleanor Duncan Aboriginal Health Service</i>
Aunty Gloria Matthews	<i>Mt Druitt Elder</i>

## MANAGEMENT

Helen Campbell	<i>Acting Executive Officer (until 5 October 2010), Executive Officer</i>
Janet Loughman	<i>Principal Solicitor</i>

## INDIGENOUS WOMEN'S LEGAL PROGRAM

Donna Hensen	<i>Co-ordinator</i>
Shian Barker	<i>Program Officer (until 18 March 2011)</i>
Shannon Williams	<i>Program Officer (from 21 March 2011)</i>
Mary Frail	<i>Community Access worker, Skill up Speak Up Project (from 25 October 2010)</i>

## COMMUNITY LEGAL EDUCATION

Rebecca Hitchcock	<i>Community Legal Education Officer (until 30 September 2010)</i>
Natalie Neumann	<i>Community Legal Education Officer/Co-ordinator (from 21 September 2010)</i>

## LAW REFORM

Edwina MacDonald	<i>Law Reform and Policy Co-ordinator</i>
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## SOLICITORS

Janet Loughman	<i>Principal Solicitor</i>
Dianne Hamey	<i>Supervising Solicitor, Indigenous Women's Legal Program (until 30 June 2011)</i>
Karen Mifsud	<i>Supervising Solicitor, Domestic Violence Legal Service (until 17 June 2011)</i>
Natascha Rohr	<i>Acting Supervising Solicitor, Women's Legal Resources Centre (until 23 September 2010)</i>
Carolyn Jones	<i>Acting Supervising Solicitor, Women's Legal Resources Centre (from 24 September 2010), Senior Solicitor</i>
Felicity Martin	<i>Senior Solicitor</i>
Arlia Fleming	<i>Solicitor (until 30 September 2010)</i>
Rebecca Hitchcock	<i>Solicitor</i>
Alicia Jillard	<i>Solicitor</i>
Cecilia Lee	<i>Solicitor</i>
Maha Najjarine	<i>Solicitor</i>
Louisa Stewart	<i>Solicitor</i>
Mari Vagg	<i>Solicitor</i>
Melissa Sanghera	<i>Solicitor, Seconded from Freehills (until 31 October 2010)</i>
Laura McLaren	<i>Solicitor, Seconded from Freehills (from 14 March 2011)</i>



## pro bono services

### ADMINISTRATIVE STAFF

Kim Ly	Management Accountant
Da Phy	Accounts Clerk
Daryna Ieth	Receptionist
Kaylene Evans	Data entry (until 15 September 2010)
Kuny Chhor	Data entry (from 28 September 2010)
Ana Sastrias	Publications Officer (until 30 June 2011)
Balwinder Masawan	Librarian (until 30 June 2011)
Robin Davidson	Legal Information and Referral Officer (until 23 December 2010)

### CASUAL, CONTRACT AND LOCUM STAFF

Odessa Saukuru	IWL Program Officer
Jenna Dunwoodie	Solicitor
Klara Major	Paralegal
Lisa Pusey	Solicitor
Anastasia Polites	Solicitor
Redempta Robinson	Assistant Accountant
Liz Snell	Solicitor
Tashina Orchiston	Solicitor
Brenda Staggs	Solicitor

### VOLUNTEERS AND STUDENTS

We would like to thank all our students and volunteers who have given their time to help us to serve our clients.

We appreciate your work.

Aishwarya Sivaram	Jacqueline Naivin	Lucy Sunman
Leena Shoukat	Rebecca Ritchie	Rachel Harris
Shara Turner	Lita Chiv	Liz Snell
Mandy Nader	Nicole Seale	
Mary Raum	Yasmin Lauritz	

Individual legal practitioners and firms continue to assist our clients by giving generously of their time by providing pro bono services. We value their contribution and acknowledge the difference they make in our ability to respond to unmet legal need in the community.

Annette Bain	<i>Freehills</i>
Anton Hermann	<i>Minter Ellison</i>
Robert Beech-Jones, SC	<i>11th floor St James Hall Chambers</i>
Anne Cregan	<i>Blake Dawson</i>
John Catsanos	<i>Henry Parkes Chambers</i>
David Hillard	<i>Clayton Utz</i>
Reg Graycar	<i>11th floor St James Hall Chambers</i>
Nicolas Patrick	<i>DLA Piper</i>
Jenni Millibank	<i>Professor, Faculty of Law, UTS</i>
Michelle Hannon	<i>Gilbert + Tobin</i>
Helen Wall	<i>Henry Parkes Chambers</i>
Brian Ferrari	<i>Trust Chambers</i>
Mark Higgins	<i>11 Garfield Barwick Chambers</i>
Louise Goodchild	<i>Frederick Jordan Chambers</i>
Monica Neville	<i>Sir James Martin Chambers</i>
Heather Sare	<i>NSW Bar Association</i>
Wendy Incoll	



## our staff photos



*Women's Legal Services NSW staff farewell Ana Sastrias and Balwinder Masawan.*



*Dianne Hamey, Janet Loughman, Helen Campbell, Carolyn Jones and Donna Hensen at Dianne's farewell*





*Donna Hensen, Aboriginal Women's Consultation Network members Tina West, Anusha Duray, and Vicky Dennison, with Mary Frail at the 09/10 AGM*



*Picchorda Phy and Daryna Ieth at the 09/10 AGM*



*Helen Campbell, Executive Officer receives a medal in the Order of Australia from NSW Governor Marie Bashir for services to the law*



# we provided legal advice and representation

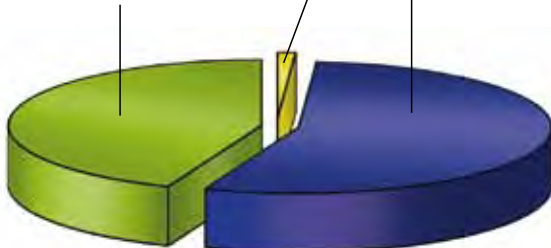
WLS NSW provided legal advice and court representation to women most disadvantaged in our community. We provided 542 information and referral services and 1595 legal advices to women during the year either by phone or face-to-face at 8 outreach advice clinic locations and Local Courts in Western Sydney and on the Central Coast.

## **Impact of reduced funding and cost pressures**

During the year we faced significant reduction in our solicitor capacity. The Service lost 6.8 solicitor positions in our WLRC and Indigenous Women's Programs (Bourke and Walgett Family Violence Prevention Legal Services) including the Freehills seconded who was with the Walgett service. This has had a significant impact on our capacity and has meant we have had to make hard decisions about reduced services. Our colleagues in the pro bono sector have provided an essential alternative service for many clients who have approached us for representation.

### **ADVICES GIVEN BY CONTACT TYPE WLRC, DVAS, IWP**

Advice Line calls, 55%  
Mail & Email advice, 1%  
Face to Face advice, 45%



*The ways our clients contacted us for initial advice*

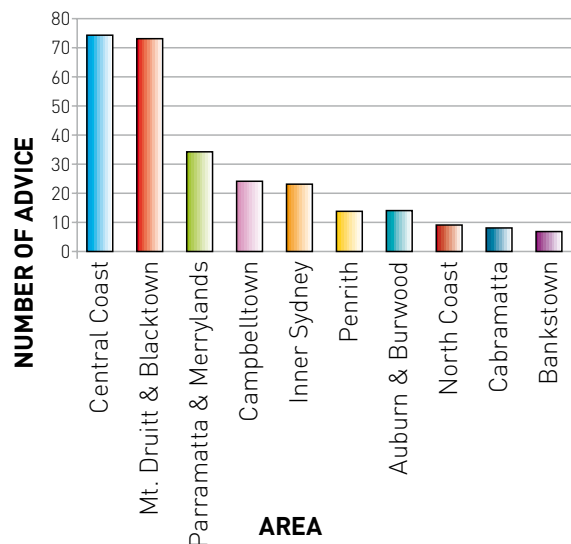
## **State-wide telephone advice services**

We provided a state-wide telephone advice service with a metropolitan and a Rural Free Call Line for general legal advice; a metropolitan and a Rural Free Call Line for domestic violence legal advice; and a Free Call statewide Indigenous Women's Legal Contact Line.

Our Indigenous Women's Legal Contact Line is answered by an Aboriginal staff member who takes initial details from the client. She refers the call to our solicitors or in some cases to another appropriate service. Answering calls this way enables us to provide an accessible, responsive and culturally appropriate service for Aboriginal women throughout NSW. Areas of law that many Aboriginal women sought advice on in the last year were Care and Protection, Family Law, Employment, Victims Compensation and Discrimination.

During November – December 2011 we had an opportunity to trial a triage system for our Women's general advice line with a Legal Information and Referral Officer taking all calls, identifying urgency and appropriateness and making referrals in some cases. From January 2011 we reverted to solicitors answering the contact line directly, but implemented a more targeted criteria for advice.

### **TOP 10 AREAS FOR TELEPHONE ADVICE**



*Top 10 areas for telephone advice*





## we provided legal advice and representation

### **Outreach Advice Clinics in western Sydney**

We provided face-to-face legal advice through our 6 Outreach Advice Clinics in western Sydney at Liverpool, Fairfield, Campbelltown, Penrith, Blacktown and on the central coast at Wyong. Due to our reduced capacity we regretfully withdrew from the Outreach Advice Clinics at Campbelltown and Wyong from 1 January 2011. A refurbishment of the Liverpool Women's Health Centre required that we close our fortnightly Advice Clinic there for a number of months up until 10 February 2011.

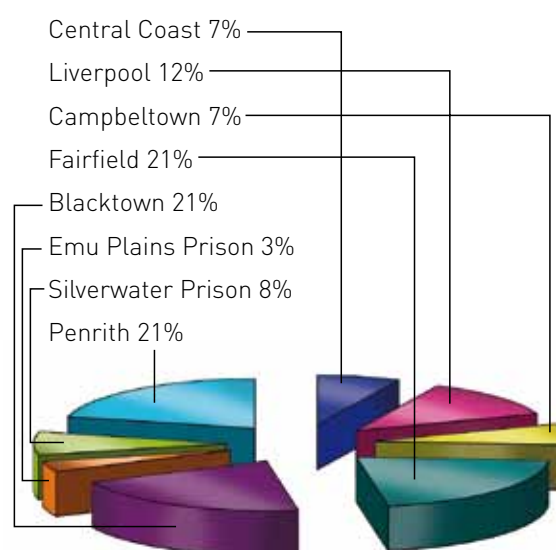
### **Legal Assistance at Family Relationship Centres – Blacktown and Penrith FRCs**

The additional Commonwealth funding to collaborate with Hawkesbury Nepean Community Legal Centre and Blacktown and Penrith Family Relationship Centres (FRCs) as part of a national pilot was extended until June 2013. We provided legal information sessions, advice clinics and lawyer assisted family dispute resolution in family law matters being resolved through the two FRCs.

During the year we consolidated our relationships and work with the FRCs. Our experience is that we have two very sound partnerships – characterised by strong relationship building, good communication and respect for each others' professional roles as lawyers and mediators.

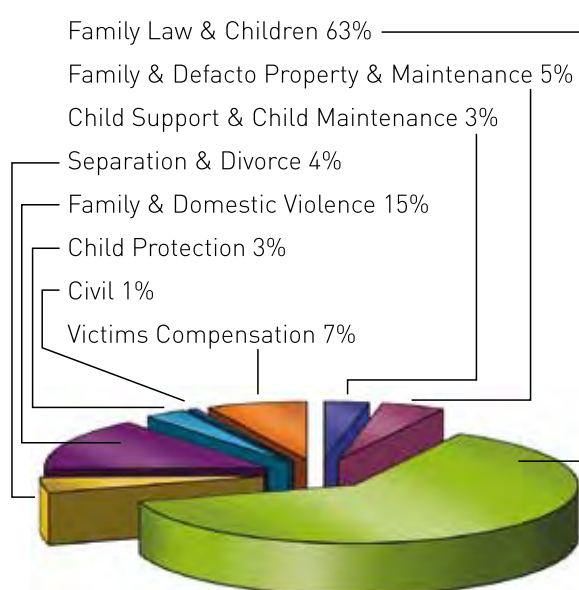
We continued our work in the metropolitan women's' prisons through the LEAP for Women (Legal Education and Advice in Prison) project. This collaborative initiative with Wirringa Baiya Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre is in its third year and has responded to high level legal needs of women in prison. Our significant efforts to secure additional funding to provide this service were not fruitful and it remains a high priority need in terms of access to justice.

#### **CONTACT WITH CLIENTS AT OUR OUTREACH ADVICE CLINICS**



*Contact with clients at our WLRC Outreach Advice clinics*

#### **FRC ADVICE BY AREA OF LAW**



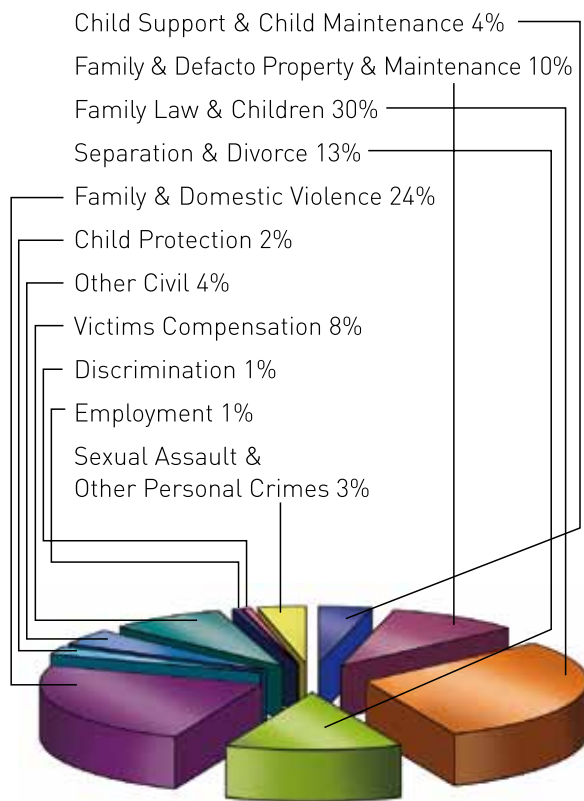
*FRC advice by Area of law*



## we provided legal advice and representation

Family Law continued to be the area of law affecting most women who call our service for advice. Other areas of law included Domestic and Family Violence, Victims Compensation, Child Protection, Employment, Discrimination and other civil matters.

### ADVISES BY AREA OF LAW



Advices by areas of law

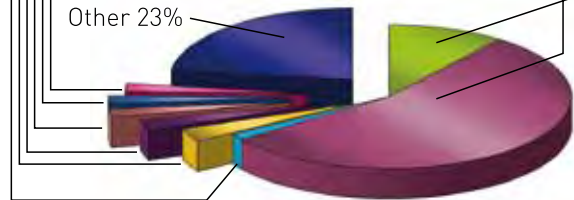
### Case study: VCFC v JM [2011 NSWCA 89]

*The Supreme Court of Appeal handed down judgment in the VCFC appeal against our client JM. The District and Supreme Courts found in our favour and the VCFC successfully appealed to the Supreme Court of Appeal. This is the long running victims compensation case on the question of whether the hundreds of acts of violence (childhood sexual abuse in foster care from age 5 – 16 years) were one related act of violence or could be considered to be 7 unrelated acts of violence. The judgment in essence says that the Tribunal made a reasoned decision; i.e. the reasons were adequate, and made the point that it is the legislation that is at fault. We don't have any judicial guidance on the question of related acts of violence, however we have some strong judicial comments that the law is inadequate*

Women from a diversity of backgrounds contacted our telephone advice service.

### THE DIVERSITY OF OUR CLIENTS

Australia: Aboriginal, Torres Strait Islander origin 10%  
Australia: Neither Aboriginal nor Torres Strait Islander 55%  
Australia: Indigenous Status Not Stated 1%  
China 3%  
England 2%  
Lebanon 2%  
Philippines 2%  
India 2%  
Other 23%



The diversity of our clients

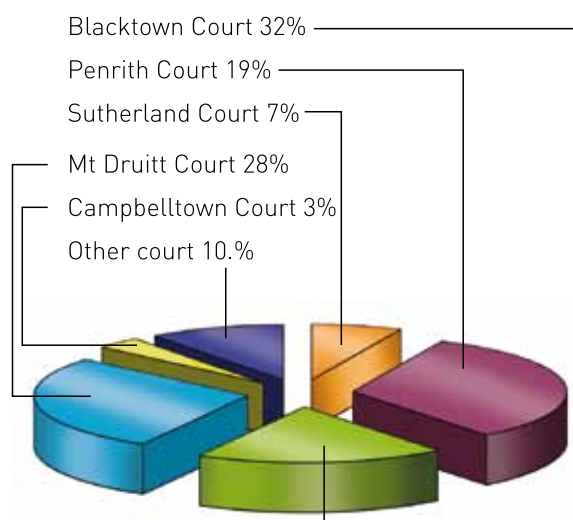
We represented women in 625 cases. Some case studies provide examples of our casework:

### ADVO duty work

Our Domestic Violence Legal Service (DVLS) continued to attend local courts in western Sydney on a weekly basis, as well as other courts, to represent women in Apprehended Domestic Violence Order (ADVO) matters. A solicitor regularly attended Mt Druitt, Penrith and Blacktown Local Courts, with monthly attendance at Sutherland Local Court, bi-monthly at Campbelltown Local Court and other courts. Our court commitments were usually: Blacktown (every Wednesday), Mt Druitt (every second Monday), Sutherland (one Wednesday per month) and Penrith (monthly on every second or third Tuesday).

we provided legal advice and representation

#### ADVO REPRESENTATION AT DIFFERENT COURTS



DVLS represented clients at different local courts

#### Case study – cost of calling 1800 numbers from mobile phones

*Gabrielle \* had been in a marriage with a history of domestic violence. She had 2 children and wanted advice about separation. Gabrielle did not want her partner to know that she was planning to leave as she feared he would be angry and become violent towards her and try to stop her. Gabrielle had no friends or family to move in with and very limited finances.*

*As part of her legal advice, we referred her to services that could assist her with domestic violence issues, financial issues and crisis housing. Gabrielle was not able to make calls to these services while at home because her abusive partner would overhear. We assisted Gabrielle develop plans to get her out of the house to make these calls. The number for the refuge service began with '13'. If Gabrielle was able to call from a landline it would have cost about 30 cents but because she was forced by her circumstances to call from her mobile she had to pay a high per-minute mobile rate for this very urgent phone call.*

#### Case study: Care and protection (in prison)

*Su \* arrived in Australia as a refugee about four years ago with her then husband and children. Not long after their arrival the father moved interstate with the children and the client has not seen them since. About two years ago when the client was first in custody she gave birth to a daughter who was subsequently placed in out of home care by Community Services. The client has not seen her daughter since her birth.*

*At the time Su saw our solicitor she was about seven months pregnant and had been in custody again for a few months and was likely to receive a sentence of at least one year. The client was very distressed about Community Services getting involved and feared she would not get to see this baby either.*

*Su did not speak English and is illiterate in her own language. She also has chronic alcohol dependence and various psychiatric disorders including post traumatic stress disorder.*

*As a result of our advocacy Su received photos of her daughter and artwork by her within a few weeks and to see her during school holidays. After her new baby was born, Community Services were bringing the baby to the prison to see Su once a fortnight and arrangements had been made for her to see her daughter during each school holiday period. Attempts were being made to make arrangements for the client to have contact with her children living interstate.*

The cost of calling services with 1300 or 1800 numbers from a mobile is a problem for many women in domestic violence relationships. These call charges put in place an additional barrier for vulnerable women who need to access essential services that might be able to assist them to cope in their situation, leave a violent relationship or access their legal rights.

#### Linking our advice and casework to systemic work – outcomes for the broader community

A crucial part of the work we do as a community legal centre is to identify areas of law or legal process that are unfair, or systemic failures that impact on our clients. Our casework informs our law reform and community legal education work – either directly or indirectly. The volume and scope of our community legal education (CLE) initiatives over 2010 – 2011 demonstrate our strong commitment to facilitating women's awareness of the law, their legal rights and access to legal services.

Women's Legal Services NSW (WLS) undertook 163 CLE activities with over 3300 people by conducting training workshops, presenting at conferences, hosting stalls and producing publications. We worked with Aboriginal women, women from culturally and linguistically diverse (CALD) backgrounds, older women and women with disabilities.

\* not her real name



# we educated women about the law

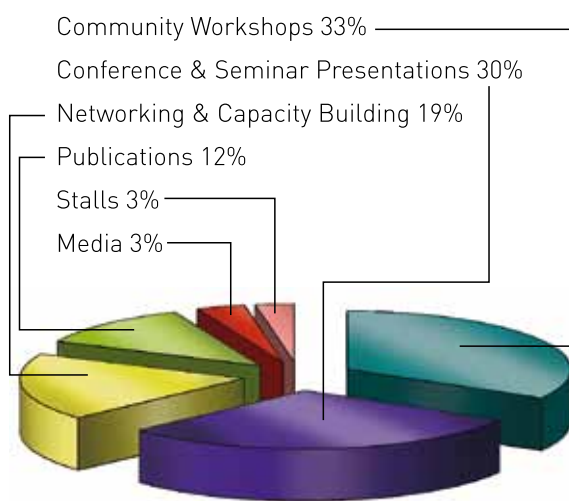
WLS were involved in several events across Sydney and NSW as part of the 100th anniversary of International Women's Day in March 2011 and Law Week in May 2011.



*Natalie Neumann, CLE Co-ordinator, at International Women's Day stall, Mt Druitt*

WLS' CLE Coordinator participates in several committees including as co-convenor of the NSW Community Legal Centres (CLC) CLE Workers (CLEW) committee. Staff from WLS attended a 2-day training workshop on Community Education in February 2011 and a course on working with refugee survivors of trauma in March 2011.

## CLE ACTIVITIES

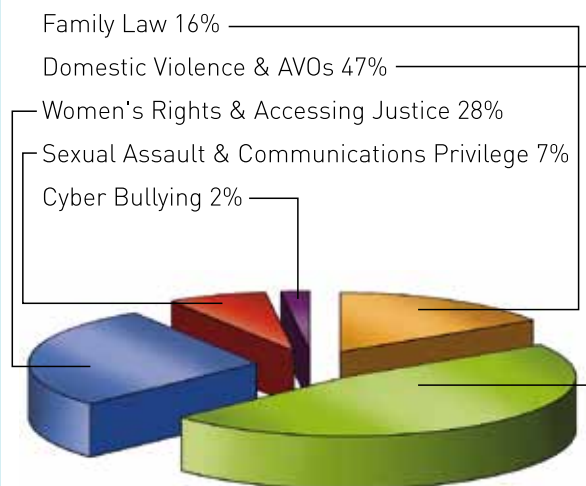


*CLE activities*

We provided CLE on the following topics:

- ◆ Domestic and family violence
- ◆ AVOs
- ◆ Older women and DV
- ◆ Family law
- ◆ Accessing justice
- ◆ Women's rights and human rights
- ◆ Sexual Assault Communications Privilege and subpoenas
- ◆ Cyber bullying
- ◆ Victims Compensation

## CLE TOPICS



*CLE topics*

We provided CLE to the following groups:

- ◆ Women's groups
- ◆ Community and social workers
- ◆ Women's refuge workers
- ◆ Migrant and refugee support workers
- ◆ General Practitioners
- ◆ Police
- ◆ Lawyers
- ◆ Students



## we educated women about the law

We undertook CLE in the following areas:

### **Sydney Metropolitan**

- ◆ Western Sydney – Auburn, Blacktown, Canley Heights, Eastlakes, Fairfield, Lakemba, Lidcombe, Mt Druitt, Parramatta, Penrith, Rooty Hill, Silverwater, Wentworthville, Westmead
- ◆ South Western Sydney – Bankstown, Campbelltown
- ◆ Inner West Sydney – Ashfield, Newtown
- ◆ Central and Eastern Sydney – Sydney CBD, Kensington
- ◆ Northern Sydney – Dee Why, St Leonards, Waitara

### **Regional NSW**

- ◆ Coffs Harbour, Lismore, Mullumbimby
- ◆ Wagga Wagga, Albury
- ◆ Maitland, Newcastle
- ◆ Bomaderry
- ◆ Central Coast

### **Interstate**

- ◆ Melbourne (National CLC conference)

### **International**

- ◆ Changchun, Jilin Province, China

### **CLE highlights**

#### **Publications and Resources**

- ◆ We updated WLS website with more information on our CLE projects and publications.
- ◆ We produced factsheets on family law and AVOs for flood victims in response to severe floods in NSW in January 2011.
- ◆ We edited the Sexual Assault chapter in the Lawyers Practice Manual.
- ◆ We worked closely with the Deaf Society of NSW as legal and advisory consultants for the Deaf Society's web-based video in Auslan on family and domestic violence.
- ◆ In addition to the Breach Diary produced as part of the Reaching Out for Rights project in 2009-10, this year we produced a Breach Card for the recording of AVO breaches.
- ◆ We wrote an article for the Alternative Law Journal on the Domestic Violence Action Plan.

### **Partnerships and working with other organisations**

- ◆ **Family Relationship Centre** – We conducted 19 “Understanding Family Dispute Resolution” workshops with Penrith FRC as part of the pilot project.
- ◆ **Education Centre Against Violence** – We conducted 6 workshops on family violence and AVOs as part of ECAV's course “Practical skills in responding to people who experience domestic violence”.
- ◆ **Staying Home Leaving Violence** – We conducted training for SHLV workers on AVOs, case notes and subpoenas and family law.
- ◆ **LawAccess** – We conducted 4 training sessions for new solicitors and caseworkers on domestic and family violence.
- ◆ **Public Interest Advocacy Centre** – We conducted 2 family law workshops as part of PIAC's “Law for Non Lawyers” course.
- ◆ **College of Law** – Janet Loughman presented the ethics section of the College's “Legal Practice Management” course.
- ◆ **Bankstown Women's Health Centre** – We were invited by BWHC to present at workshops on domestic violence for local GPs and for older women.
- ◆ **CLE for CALD community** – We conducted 8 workshops for CALD workers and community members on women's rights and domestic violence. We provided 2 training sessions for Department of Immigration and Citizenship workers and were involved with the Sudanese Court Support Program steering committee. We also presented on WLS and women's rights to members of the Indonesian Legislative Council.



*Indonesian Legislative Councillor looking at our pictorial pamphlet*



## we educated women about the law

### Conference presentations

- ◆ Domestic Violence legal services provided by Women's Legal Services NSW and Legal responses to Domestic Violence in NSW at the China-Australia Human Rights Technical Cooperation Program – Domestic Violence Workshop in Changchun, Jilin Province, China in April 2011.
- ◆ Getting the legal system to meet your needs for Aboriginal women and workers at the Healing our Way conference in Rooty Hill in March 2011.
- ◆ Sexual Assault Communications Privilege (SACP) at the Victims of Crime Conference in Sydney in May 2011.
- ◆ Janet Loughman gave the keynote address at the launch of the UNSW Law Journal Forum on Family Law in November 2010.
- ◆ 4 workshops at the National Association of CLCs Conference in Melbourne in October 2010:
  - ◆ Innovative approaches in CLCs to Law and Policy
  - ◆ Women's rights in Australia and the UN
  - ◆ FRC/CLC Pilot
  - ◆ SACP

Some feedback from the workshops included the following comments:

*"Raised my awareness of the problem of DV and made me want to advocate on behalf of those in DV relationships" (Blacktown)*

*"CLE gave me a better understanding about processes that need to be followed for AVOs and this will help my clients in the future" (Blacktown)*

*"It was an eye opening experience, extremely useful legislation information linked with practical, professional examples". (Cabramatta)*

### Safe in Our Place project

SIOP is a 12-month project created by Women's Legal Services NSW and funded by the Office for Women as part of their Violence Prevention Coordination Unit. The project aims to assist newly arrived migrants and refugees to understand the laws relating to violence against women and the unacceptability of violence against women and girls through workshops that are practical and culturally competent.

The two phases of the project are workshops for community and settlement workers followed by workshops for newly arrived migrants and refugee women.

Following a planning and community consultation phase, project coordinators conducted a scoping trip to Wagga Wagga, Albury and the region and conducted workshops for 46 community workers in Bankstown and Cabramatta. The project is ongoing in 2011.



Safe in Our Place flyer

## we educated women about the law

### **Law Week 2011 – North Coast NSW trip**

WLS were invited to return to the North Coast following the success of the Reaching Out for Rights workshops in 2009-10. Solicitors conducted 5 workshops in Coffs Harbour, Mullumbimby and Lismore for 88 community workers and women in the community.

Our work was recognised in the Law Society Journal July 2011 Vol 49 No. 6 at page 30 – “The walk and talk of Law Week”.

### **Women’s rights highlighted in Coffs**

Coffs Harbour was the first stop in a week-long North Coast Law Week roadshow for Women’s Legal Service solicitors Felicity Martin and Mari Vagg, who talked on the legal protections available to women experiencing family violence to audiences of health workers, and staff from women’s refuges, employment services, neighbourhood centres, family support services and Centrelink. The information sessions were to help the service providers advise their clients on obtaining AVOs, what to do when AVOs are breached, and police obligations.

The Coffs Harbour City Library is to receive a LIAC Centre of Excellence Award, a state-wide award presented by the Law and Justice Foundation acknowledging efforts made to improve access to justice in NSW, particularly for socially and economically disadvantaged people. The library informed us that their award is “for our work with legal agencies during Law Week this year. There was particular interest in the work that your organisation did with ours, in particular the domestic violence workshop.”



*Photo courtesy of Coffs Harbour City Library  
Felicity Martin and Mari Vagg at Coffs Harbour*



## we advocated for changes to law and legal processes

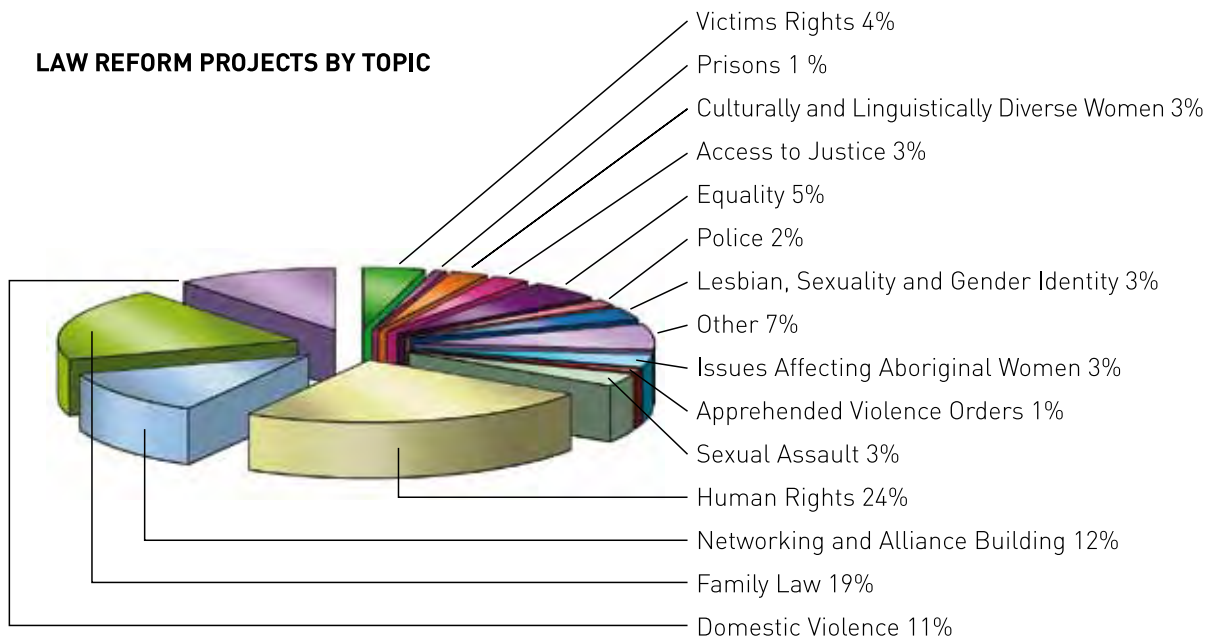
We maintained a strong commitment to our objective of engaging in law and policy reform, with 128 projects completed over the year. Our law and policy reform activities focus on the justice needs of women, and aspects of the law and the legal structures that affect women's lives.

We engage in this work through making submissions, contributing to hearings and other consultative forums, meeting with politicians and government, forming and participating in strategic partnerships and networks, using the media and building the capacity of others to engage in law reform processes.

Our priority areas for law and policy reform activities for this year were:

- ◆ Domestic and family violence
- ◆ Sexual assault
- ◆ Family law
- ◆ Discrimination
- ◆ Human rights
- ◆ Access to justice
- ◆ Aboriginal women (see Indigenous Women's Legal Program for detail of this work)

### LAW REFORM PROJECTS BY TOPIC



*Law Reform Projects by Topic*



## we advocated for changes to law and legal processes

Some highlights of our advocacy work

### ***New laws and services to protect the privacy of sexual assault victims***

We saw fantastic results from our advocacy work on the sexual assault communications privilege, which followed on from our 2009-2010 pilot program to provide free legal representation to complainants in sexual assault trials in relation to their counselling records.

In November 2010 the NSW Government strengthened laws that protect the confidentiality of sexual assault victims' counselling records in the criminal trial process. It also committed \$4.4 million for an independent service to assist victims in protecting the confidentiality of their records. When introducing these reforms into Parliament, the then Attorney-General, the Hon John Hatzistergos, highlighted that they were informed by the Sexual Assault Communications Privilege Pilot Project, which was coordinated by Women's Legal Services NSW in partnership with the NSW Office of the Director of Public Prosecutions, law firms Blake Dawson, Clayton Utz and Freehills and the NSW Bar Association. Data collected during the Project revealed the extent and nature of legal need, identified problems with the operation of the privilege, and demonstrated how a victim's advocate model of legal service delivery could work.

### ***Engaging in international human rights advocacy at the United Nations***

We was represented by Liz Snell and Edwina MacDonald in the Australian NGO delegations at two United Nations human rights review of Australia – Australia's Universal Periodic Review by the Human Rights Council in Geneva, and its review by the Committee on the Elimination of Discrimination Against Women (CEDAW) in New York.

Along with other delegation members, and on behalf of broad coalitions of Australian NGOs, Liz and Edwina briefed Council and Committee members and lobbied for Australian NGO priority issues to be prioritised in the recommendations for Australia. The delegations were successful in getting up many priority recommendations at both reviews, including the need for urgent implementation of the National Plan to Reduce Violence Against Women and Children, with adequate resources and an independent monitoring mechanism to oversee its implementation.

Following the review, work has continued to communicate and circulate the Human Right Council's and CEDAW Committee's recommendations and apply pressure on governments to implement these recommendations. For example, we co-authored (with the YWCA Australia) the CEDAW Action Plan, which is a resource kit for NGOs to use in lobbying government.



*Liz Snell at the Universal Periodic Review of Australia at the United Nations*



*Edwina MacDonald with the Australian NGO Delegation to Australia's review under the United Nations Convention on the Elimination of All Forms of Discrimination Against Women*



## we advocated for changes to law and legal processes

### ***Put Safety First in Family Law – a campaign for family law changes***

Following countless reports identifying problems with the family law systems response to family violence, the Australian Government consulted on and introduced a Bill to make amendments to the Family Law Act 1975. This Bill was informed by submissions, briefings and information provided by Women's Legal Services to independent inquiries and government.

This year we focused our efforts on the Women's Legal Services Australia's campaign, *Put Safety First in Family Law*. As part of this campaign, we:

- ◆ made submissions to government and parliamentary inquiries;
- ◆ wrote to and met with politicians and advisors from all political parties;
- ◆ developed and circulated capacity-building resources to assist other individuals and organisations engage in the campaign, such as position papers and submission writing kits;
- ◆ provided regular email and blog updates on the status of the Bill to assist other organisations and individuals in their work in this area; and
- ◆ engaged with the media through media releases and briefings for journalists and spokespeople.

In order to provide greater accessibility to our campaign resources, we developed a campaign website, [www.safetyinfamilylaw.com](http://www.safetyinfamilylaw.com), and a facebook campaign page. This was a new direction for our law reform and policy work and proved to be a great success in reaching a wider audience.

For example:

- ◆ politicians and their advisors used our material to inform their second reading speeches;
- ◆ state government departments indicated they would be using our materials to inform their submissions to the Senate Committee inquiry;
- ◆ the NSW State Library prepared a brief for legal studies students using our materials and linking back to our website;
- ◆ our website featured prominently in single mums' forum discussions;
- ◆ over 40 submissions to the parliamentary inquiry made use of our materials
- ◆ our site has had more than 5000 visits and our position papers and submission writing kits were downloaded 500 times in total;
- ◆ a coalition organising a rally based its call to action on our key messages;
- ◆ other organisations based their campaign materials on our material.



'Put Safety First in Family Law campaign website: [www.safetyinfamilylaw.com](http://www.safetyinfamilylaw.com)'

### ***Submissions***

We coordinated or contributed to submissions and written comments made to:

- ◆ Australian Attorney-General's Department on the Family Law (Family Violence) Exposure Bill
- ◆ Senate Legal and Constitutional Affairs Committee on the Family Law Legislation Amendment (Family Violence and Other Measures) Bill
- ◆ Federal shadow ministry on the Family Law Legislation Amendment (Family Violence and Other Measures) Bill
- ◆ Family Law Council on Aboriginal women and family law
- ◆ Family Law Courts on issues arising from natural disasters
- ◆ National Alternative Dispute Resolution Advisory Council on Alternative Dispute Resolution Processes
- ◆ Australian Attorney-General's Department on forced and servile marriages
- ◆ Australian and NSW Law Reform Commissions on Family Violence
- ◆ Australian Law Reform Commission on its Family Violence Issues Paper on Employment and Superannuation
- ◆ NSW Chief Magistrates Office on a new draft practice note
- ◆ NSW Department of Justice and Attorney General on the Sexual Assault Communications Privilege
- ◆ NSW Attorney General on victims compensation reforms



## we advocated for changes to law and legal processes

- ◆ Senate Legal and Constitutional Affairs Committee on Human Rights (Parliamentary Scrutiny) Bill
- ◆ Australian Attorney-General's Department on the National Human Rights Action Plan
- ◆ Australian Attorney-General's Department on Universal Periodic Review recommendations
- ◆ Senate Legal and Constitutional Affairs Committee on Sex and Age Discrimination Legislation Amendment Bill
- ◆ Australian Attorney-General's Department on equality law reform and discrimination law
- ◆ Various politicians on same sex adoption
- ◆ Prime Minister and NSW Senators on equal pay for community service workers
- ◆ Australian Government on Telecommunications Industry Ombudsman Scheme Reform
- ◆ Senate Legal and Constitutional Affairs Committee on Government Compensation Payments
- ◆ NSW Department of Justice and Attorney General on the death of the unborn child
- ◆ Law Society of NSW on the pro bono disbursement trust deed

### **Capacity building**

- ◆ We built the capacity of others to engage in law reform and policy activities by:
- ◆ Co-authored (with YWCA Australia) the CEDAW Action Plan to assist NGOs in lobbying for the implementation of the Committee on the Elimination of Discrimination Against Women's recommendations for Australia
- ◆ Coordinating and presenting at Expert Planning Days on the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women (with Public Interest Law Clearinghouse Vic and Human Rights Law Centre)
- ◆ Presenting at a Young Lawyers workshop on submission writing
- ◆ Providing expert advice to other organisations for their campaigns in family law and human rights
- ◆ Drafting and circulating briefs, resources and templates on family law reforms
- ◆ Drafting and circulating briefs on family law research reports
- ◆ Drafting and circulating briefs on victim compensation changes
- ◆ Contributing to Equality Rights Alliance election scorecard to assist others in lobbying politicians prior to election

### **Media and articles**

Our main contacts with media during the year were:

- ◆ Media releases regarding the Family Law Legislation Amendment (Family Violence and Other Measures) Bill
- ◆ Briefing for journalists and interviewees on the Family Law Legislation Amendment (Family Violence and Other Measures) Bill
- ◆ Media release on Family Law Family Violence Exposure Draft Bill
- ◆ Interviews on National Radio News and 2SM on the Family Law Family Violence Exposure Draft Bill
- ◆ Interviews with National Radio News and SYN radio regarding Australia's review under the Convention on the Elimination of All Forms of Discrimination Against Women
- ◆ Media releases relating to Australia's Universal Periodic Review
- ◆ Articles published in various newsletters on Australia's review under the Convention on the Elimination of All Forms of Discrimination Against Women and the Universal Periodic Review
- ◆ Briefed journalists on victims compensation reforms
- ◆ Interview with ABC Radio on domestic violence, safety and the court
- ◆ Interview with Daily Telegraph on employment arrangements and domestic violence
- ◆ Article on National Plan to Reduce Violence Against Women and Children in the Human Rights Law Centre newsletter

### **Committees**

We built alliances and worked strategically with others by participating in Community Legal Centres NSW, National Association of Community Legal Centres and external committees.

### **Community Legal Centres NSW**

- ◆ Aboriginal Advisory Group (convened by WLS)
- ◆ Community Legal Centres NSW Board
- ◆ Domestic Violence and Victims Compensation Subcommittee (co-convened by WLS)
- ◆ Law Reform And Policy Committee
- ◆ Indigenous Rights Working Group



we advocated for changes to law and legal processes



### ***National Association of Community Legal Centres***

- ◆ National Aboriginal and Torres Strait Islander Women's Legal Network (convened by WLS)
- ◆ Human Rights Network
- ◆ LGBTI Network
- ◆ National Association of Community Legal Centres Board
- ◆ Women's Legal Services Australia (convened by WLS)

### ***Interagencies, networks and other external committees***

- ◆ Apprehended Violence Legal Issues Coordinating Committee
- ◆ Australian Communication Consumers Action Network
- ◆ Australian Human Rights Commission OP CEDAW Resource Advisory Group
- ◆ CEDAW Review NGO Working Group (as project coordinator)
- ◆ Coordinated Family Dispute Resolution Pilot Advisory Committee
- ◆ Corrective Services Women's Advisory Council
- ◆ Equality Rights Alliance Steering Group (as WLSA representative)
- ◆ Legal Aid's Family Relationship Centre Legal Service Pilot Steering Committee
- ◆ NLAF Domestic Violence Working Group (chaired by WLS)
- ◆ NSW Child Support Agency Legal Liaison Committee
- ◆ NSW Police Squad Advisory Council
- ◆ NSW Premier's Expert Advisory Committee
- ◆ Same Sex Domestic Violence Interagency
- ◆ Sexual Assault Review Committee
- ◆ Sydney Registry Domestic Violence Reference Group
- ◆ Sydney West Legal Services Group
- ◆ South West Sydney Legal Interagency
- ◆ WDVCA Advisory
- ◆ Women in Prison Advocacy Network





# Indigenous Women's Legal Program (IWLP)

The Indigenous Women's Legal Program aims to provide services that best meet the needs of Aboriginal and Torres Strait Islander women. Literacy skills are an issue for our Indigenous clients. To accommodate this, branding with a visible Indigenous element was created. WLSNSW purchased the painting "Journey of the Wildflowers" by Donna Hensen c. 2009 (next page) to be used as the image for the Indigenous Women's Legal Program.

The IWLP promotional products have been designed using elements from the painting and has been well received.



Protection from domestic and family violence is an important issue for Indigenous women. To assist with enforcing Apprehended Domestic Violence Orders, a breach diary was developed, using the IWLP image. This diary, with an Indigenous design on a mainstream document, has been distributed for general use. This is the first initiative of this kind that we are aware of. The AVO Breach Diaries have been very successful with a distributed of over 7,000 this year through the Women's Domestic Violence Court Scheme, Police and other DV services. Legal Aid NSW and NSW Police Force have generously contributed to the printing of a further 20,000 dairies.

## Staff

We sadly said goodbye to two of our long term staff members Dianne Hamey (IWLP Supervising Solicitor) and Shian Barker (IWLP Project Officer).

We welcomed new IWLP Project Officer Shannon Williams and Mary Anne Frail the Community Access Worker for the "Skill Up Speak Up" project.

**The Freehills secondment position** which started in October 2004 has come to an end. This position was innovative and unique in its approach to the provision of legal services to Aboriginal women and children in remote communities which also provided solicitors the opportunity to diversify their skills and assist some of the most disadvantaged members of our society. We thank Freehills and especially Annette Bain for this successful position. IWLP/ WLSNSW and Aboriginal communities in NSW have benefited from this arrangement.



Freehill Seconded Solicitors  
Melissa Sanghera and  
Laura McLaren



Dianne Hamey and  
Shian Barker







## Indigenous Women's Legal Program (IWLP)



IWLP continually provided a service to Indigenous women's across NSW through the Indigenous Women's Legal Advice Line, case work, community legal education and law reform activities. We were guided by the Aboriginal Women's Consultation Network which met three times this year. Our IWLP staff are actively involved on committees. The IWLP Coordinator Donna Hensen is the Convenor of the Aboriginal Advisory Group for CLCNSW and the Convenor for the National ATSI Women in Legal Services Network. IWLP has contributed to the "Aboriginal Employment Strategy" and "Welcome to Country Protocol" for community legal centres.

### We attended community events such as:

- NAIDOC celebrations
- Sorry Day in Parramatta
- Yabun – 26 January.
- Allowah Day – we developed the "Know Your Legal Rights Game".  
Working in conjunction with Gwenda Ick, previous ALAP Worker at Hawkesbury Nepean Community Legal Centre to attend the Aboriginal Youth "Sitdown" day – Allowah Day. This is an annual event hosted by Merana Aboriginal Corporation where Aboriginal students from the surrounding schools all get together to participate in cultural, sporting and informative activities to strengthen the relationship with the Aboriginal communities around the Hawkesbury Nepean area.
- International Women's Day in Kempsey
- White Ribbon Day





## Indigenous Women's Legal Program (IWLP)

### We provided Community Legal Education to:

- High School students about Cyber bullying in La Perouse, Wilcannia and deliver more workshops in rural areas
- Women's groups about Human Rights through Skill Up Speak Up
- We presented at the Healing Our Way Conference
- We assisted the Migration Review Tribunal with their Reconciliation Action Plan and to create a plaque for the Sydney and Melbourne offices that acknowledges the Traditional Owners.

### Think B4 U Click – Cyberbullying

A request from a remote community for Cyberbullying information was made to IWLP. From this request a presentation was developed to inform, educate and make Aboriginal high school girls more aware of the issues surrounding cyberbullying, how it occurs, what signs to look for, how to stop it and how to report inappropriate behaviour while online. We also bring to light the implications that some behaviours evolving from such, can have on the victim and perpetrator of cyberbullying and the seriousness of this global epidemic.

We developed material and then conducted a focus group with girls and parents from the La Perouse Aboriginal Community

We then delivered a pilot workshop in Brewarrina Central School.

This developed into a partnership with ACCAN (Australian Communications Consumer Action Network) to develop and deliver cyber bullying material to parents and female students in regional and remote areas.

We have formed another partnership with Dubbo Western NSW Community Legal Centre to jointly deliver workshops to both male and female students.



Dorothy Johnson and Donna Hensen with the Migration Review Tribunal Reconciliation Plaque.

### We participated in Law Reform activities about:

- Aboriginal recognition in the Australian Constitution
- Aboriginal involvement in the Family Law System
- CEDAW Optional Protocol
- Universal Periodic Review NGO Report
- Convention of the Rights of Children NGO Report
- Declaration of the Rights of Indigenous Peoples.





**Mrs Navi Pillay**  
**UN High**  
**Commissioner**  
**for Human Rights**  
with IWLP staff Mary  
Anne Frail and Donna  
Hensen

**Mr Aiden Ridgeway**  
**(former politician)**  
**and Margaret Raven**  
(Indigenous Human  
Rights Network) with  
IWLP Staff

## Human Rights and Advocacy

IWLP Staff have attended many Human Rights events to better lobby for Indigenous women and children. We received AGD funding for a Human Rights and Advocacy Project for Bourke and Brewarrina which will be held over the next 12 months.



**Mr Mick Gooda (Social Justice**  
**Commissioner)** with IWLP Staff

**Mr Patrick Dodson (Aboriginal Leader)**  
with IWLP Staff





## Indigenous Women's Legal Program (IWLP)



The Indigenous Women's Legal Program have been conducting workshops around NSW to provide an opportunity for Aboriginal women to discuss policing and legal support for those who have experienced family violence. These workshops are providing practical tips and information to lessen the gap between legal rights and human rights. Everyone has the right to be safe but it doesn't always feel like that. These are interactive workshops around what does and doesn't work in stopping family violence for Aboriginal women.

The project has the following components:

1. Deliver Legal Rights and Advocacy workshops to Aboriginal women experiencing domestic and family violence.
2. Develop knowledge and skills to effectively advocate with supportive partnerships to jointly advocate for positive changes for Aboriginal women.
3. The provision of direct legal assistance, advice, representation where they are subject to systemic failures in relation to reporting violence.
4. The development of accessible resources to support the workshops.
5. Contributing to ongoing law reform work in relation to improving justice system responses to women experiencing violence.

These workshops have been so successful that Dept of Human Services has offered to fund IWLP to provide four workshops in Moree and one in Toomelah.



# our publications

## Women and Family Law (9th Edition 2010)

Cost: \$5 (inc. GST) for organisations which are not CSOs\*

An essential tool to assist women to understand the law as it impacts on their relationships with other partners and children. Women & Family Law is being rewritten by Women's Legal Resources Centre so that the 8th Edition reflects the current status of Family Law. (Hard copy) [1]

## A Long Way to Equal (2007)

Cost: \$10 (inc. GST) for non-CSOs, \$5 for CSOs

A Long Way To Equal gives a current assessment and analysis of the legal problems and barriers to access to legal services experienced by migrant and refugee women in Australia. The 2007 report considers government and community sector responses to recommendations made in 2004 and considers strategies for change. (An update of A Quarter Way to equal: a report on barriers to access to legal services for migrant women.) [2]

## Our Silence is Abusing our Kids

Cost: \$10 (inc. GST) for non-CSOs

Unique and innovative stories about Aboriginal women working locally to stop child sexual assault. Jointly produced by Dympha House and Women's Legal Services NSW, the booklet contains interviews with community women and Aboriginal workers about their own efforts in their communities to protect children and support young people. Also contains vital information about child sexual assault. [3]

## Our Dream: Stopping the Violence (2nd Edition 2007)

Cost: \$3 for Aboriginal groups, \$10 for other groups (inc. GST).

This is an information booklet for Aboriginal women, which discusses domestic violence and the law in NSW. The second edition has been updated to include legal information about the changes to NSW Domestic Violence Law that occurred in March 2007. It is designed primarily for Aboriginal women; but may also be a useful resource for non-Aboriginal service providers. [4]

## Partnerships, Prevention and Rural Action III (Burrundong Report)

Cost: Free

Report from a Conference on Child Sexual Assault in Aboriginal Communities dated 15-19 October 2007 at the Sport and Recreation Centre, Lake Burrundong, Wellington. [5]

## Brochures and Cards

### Women's Legal Services NSW Brochure

Cost: Free

This is a informational pamphlet with Advice Line contact numbers for Women's Legal Services NSW. [6]





## our publications

### **Women's Legal Services NSW Pictorial Brochure**

Cost: Free

This is a pictorial informational pamphlet with Advice Line contact numbers for Women's Legal Services NSW. [7]

### **Quick Guide to Working with Interpreters in Legal Settings – Checklist and Poster**

Cost: Free [8]

### **Indigenous Women's Legal Program Card**

Cost: Free

This is an informational card with contact details and numbers for Women's Legal Services NSW Indigenous Women's Legal Program. [9]

### **Domestic Violence Legal Service Card**

Cost: Free

This is an informational card with contact details and numbers for the Domestic Violence Legal Service. [10]

### **Women's Legal Services NSW Card**

Cost: Free

This is an informational card with contact details and numbers for the Advice Line contact numbers for Women's Legal Services NSW. [11]

### **Indigenous Women's Program Fridge Magnet**

Cost: Free

This fridge magnet has contact details and numbers for Women's Legal Services NSW Indigenous Women's Program. [12]

### **Is this Love? (Indigenous pamphlet)**

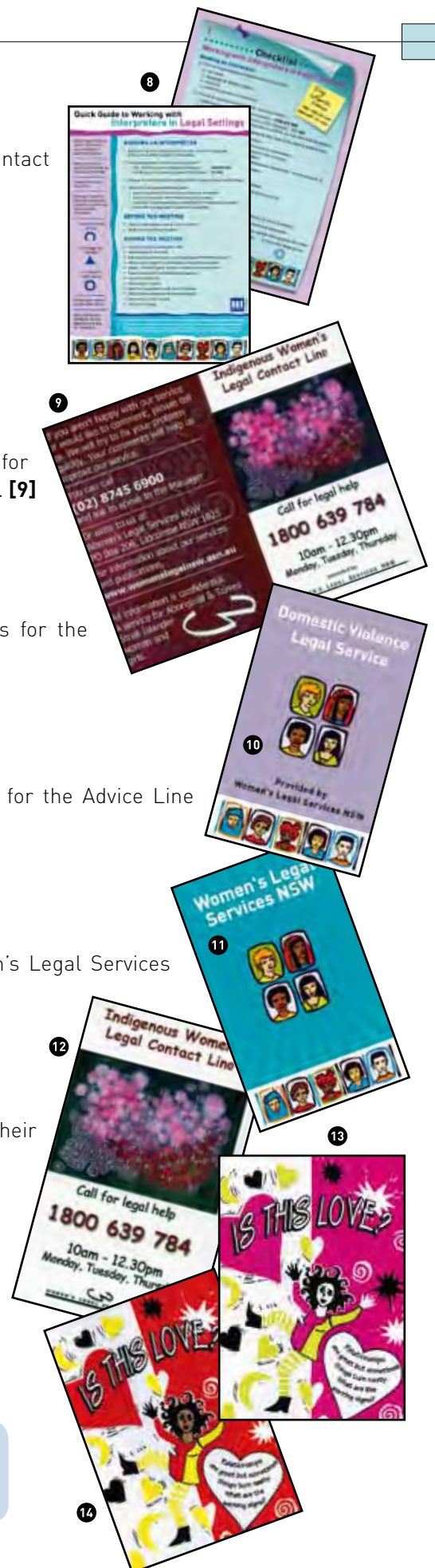
Cost: Free

A resource made for young Aboriginal women in reference to their relationships. [13]

### **Is this Love? (Non-Indigenous pamphlet)**

Cost: Free

A resource made for young women in reference to their relationships. [14]



### **ORDERING PUBLICATIONS**

Please download order forms at [www.womenslegalsw.asn.au](http://www.womenslegalsw.asn.au)

## treasurer's report

I am pleased to present the 2010-2011 audited Financial Statements of Women's Legal Resources Limited, trading as Women's Legal Services NSW.

Our core income for services was received from the New South Wales and Commonwealth Governments through the Legal Aid Commission of NSW.

In brief, funding income was made up of:

- ◆ Women's Legal Resource Centre Program - \$836,695
- ◆ Outreach Program - \$187,268
- ◆ Indigenous Women's Legal Program - \$286,916
- ◆ Domestic Violence Legal Service - \$420,048
- ◆ Funding from the:
  - ◆ NSW Department of Premier and Cabinet "Skill Up Speak Up" - \$67,500.
  - ◆ NSW Department of Premier and Cabinet "Legally Safe in our Place" \$28,333.33
  - ◆ Attorney General's Department, "Human Rights and Advocacy - Women in Bourke, Brewarrina and Walgett" \$20,000
  - ◆ NSW Office for Women "Reaching Out for Rights" a community legal education project - \$15,000

With an overall revenue of \$2,152,348 and total expenditure of \$2,157,587 there is a loss of \$5,239 for the year.

On behalf of WLS NSW, I would like to acknowledge with thanks the continuing support provided by the New South Wales and Commonwealth Governments, and to extend our appreciation to the program officers who have worked with us during the year.

Following the commitment in the 2009-2010 year to finalise the enterprise agreement, this financial year has been one of significant organisational change. During this time the Board has had to make difficult fiscal decisions to ensure the organisation could support the outcomes of the new employment provisions. I would like to particularly thank Kim Ly for her continued sound and thorough financial advice which has been essential to the effectiveness and current strong financial position of the organisation.

I would finally, but not least, like to acknowledge the Board's appreciation of the contribution of our staff during the last 12 months. Organisational change has placed additional responsibilities on staff. Their professionalism, skill, and input into the process of review and implementation of the enterprise agreement have been essential to effective Board management and to the strategic planning of the development of our services.

Sue Knox Davis  
*Treasurer*



*Sue Knox Davis, Treasurer*



## annual audited accounts

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### DIRECTORS' REPORT

Your directors present this report on the company and its controlled entities for the financial year ended 30 June 2011.

#### **Directors**

The names of each person who has been a director during the year and to the date of this report are:

Sara Blazey - *Chairperson*  
Sue Knox Davis - *Treasurer*  
Emily Winborne - *Secretary*  
Natasha Case  
Anusha Duray (*appointed 08 December 2010*)  
Belinda Louis (*appointed 02 February 2011*)  
Janette Prichard  
Lee-May Saw  
Shirley Southgate  
Sigrid Herring (*term ended 24 November 2010*)  
Pat Johnson (*term ended 24 November 2010*)

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

#### **Operating Results**

The loss of the entity for the financial year amounted to \$5,239 (2010: \$0).

A review of the operations of the entity during the financial year and the results of those operations are as follows:

	2011 \$	2010 \$
Operating profit/(loss) for the year	(5,239)	-
Income	2,152,348	3,188,852
Expenditure	2,157,587	3,188,852

#### **Principal Activities**

The principal activities of the entity during the financial year were the provision of free community legal services, including legal advice and information, education, training and resources across metropolitan and regional areas of New South Wales. The entity provides free service for all women in the community, particularly for those who are socially and economically disadvantaged. There were no other significant changes in the nature of the entity's principal activities during the financial year.



## annual audited accounts

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### **Significant Changes in State of Affairs**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the entity, the results of those operations, or the state of affairs of the entity in subsequent financial years.

### ***Future Developments***

Likely developments in the operations of the entity and the expected results of those operations in future financial years have not been included in this report, as the inclusion of such information is likely to result in unreasonable prejudice to the entity.

### ***Environmental Issues***

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

### ***Dividends Paid or Recommended***

No dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

### ***Options***

No options over issued shares or interests in the company were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

### ***Insurance of Directors***

During the financial year, the entity has given indemnity and paid insurance premiums to insure directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of the conduct of the entity while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company.

Total premium paid was \$1,454.55. The directors and officers' liability of the company insures any past, present or future director, secretary, executive officer or employee of Women's Legal Resources Limited.

### ***Proceedings on Behalf of The Entity***

No person has applied for leave of Court to bring proceedings on behalf of the entity or intervene in any proceedings to which the entity is a party for the purpose of taking responsibility on behalf of the entity for all or any part of those proceedings.

The entity was not a party to any such proceedings during the year.





## director's report

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### INFORMATION ON DIRECTORS

**Sara BLAZEY***Qualifications**Experience***Director - Chairperson**

BA (Hons) Law

Current – Family and Care Legal Officer for Law Access NSW.

Solicitor – 30 years experience, specialising in family law, care and protection. First practice in private practice in the United Kingdom where she was a senior partner and head of the family law department. Work as a generalist solicitor for WLS NSW and other community legal centres for 15 years. Extensive experience being a board member, including Board of Legal Aid NSW as a Legal Aid Commissioner.

**Sue Knox DAVIS***Qualifications**Experience***Director - Treasurer**

MBA; M.Ed; B.SSc; B Legal Studies; Grad Dip Com; Grad Dip S Admin; Grad Dip Adult Ed; Dip S.W. Dip D Rad.

Admitted to the Bar of NSW, as a solicitor Supreme Court of NSW.

Legal practitioner specialising in community legal training, NSW Aboriginal Land Rights Act and family law. 40 years involvement in community services in training, policy, research and management. Wide ranging board and management committee experience in family and children services and community legal centres.

15 years experience with the NSW Aboriginal Land Council NSW in training and strategic planning.

**Emily WINBORNE***Qualifications**Experience***Director - Secretary**

BA / LLB. Admitted as a practitioner of the Supreme Court of NSW (2005 - present)

Solicitor, Office of the Director of Public Prosecutions (NSW) (2005 - 2006; 2007 - present)

Solicitor, Domestic Violence Advocacy Service (2006 - 2007)

Youth worker, Juvenile Justice (2004) Socio-legal researcher, Justice Policy Research Centre (2003)

Volunteer, University of Newcastle Legal Centre (Missing Persons Project, 2001 - 2002; Aboriginal Civil Legal Rights Service, 2003).

**Natasha CASE***Qualifications**Experience***Director**

BA (Hons) LLB Melbourne

Admitted as Legal Practitioner of the Supreme Court of NSW, WA, the High Court and Federal Court of Australia, 2001

Solicitor – Pilbara Native Title Service (WA)

Solicitor – Cridlands Lawyers (NSW)

Solicitor – Kingsford Legal Service (NSW)

Executive Lawyer, Australian Human Rights Commission

Senior Solicitor, Public Interest Advocacy Centre

Director, Community Legal Centre NSW, 2008 – present

Secretary, Australian Lawyers for Human Rights, 2010 – on going.





## director's report

### **Anusha DURAY**

#### *Qualifications*

#### **Director**

BA, Grad Dip Business, TAA, Cert IV Governance, Cert IV Community Services (Aboriginal Family Mediation)

#### *Experience*

Ten years experience working in Aboriginal Community Development administration, policy and management. Currently works as Enterprise Training Company (ETC) Aboriginal Projects Coordinator for Business Solutions and trainer in Frontline Management and for Roads and Traffic Authority. Experienced board member. Member of the Australian College of Educators. Current member of the Aboriginal Women's Consultation Network. Film Producer.

### **Belinda LOUIS**

#### *Qualifications*

#### **Director**

B Commerce, Chartered Accountant, MBA (in progress)

#### *Experience*

November 2010 to present - PricewaterhouseCoopers Sydney - Risk Management.  
April 2008 - May 2010 - PricewaterhouseCoopers London - Transaction Services/ Mergers & Acquisitions.  
February 2002 - November 2010 - PricewaterhouseCoopers Sydney - Various roles in Audit / Forensics / Transaction Services.

### **Janette PRICHARD**

#### *Qualifications:*

#### **Director**

B.Sc (Hons), Dip. Ed, M.A

#### *Experience:*

Sector Development Support Officer, Council of Social Service NSW (NCOSS) 2009 - 2010  
Induction Project Officer, Women's Legal Services NSW, 2008 - 2009  
Mathematics Teacher, state high schools, casual, 2008 - 2009  
Education Resource Development Officer, Women's Legal Services NSW 2004 - 2008  
Resource Administrator, Women's Legal Services NSW, 2002 - 2004  
Resource Administrator/Database Manager, Domestic Violence Advocacy Service, 1998 - 2002  
Training and Resource Unit DVAS, 1996 - 2000  
Researcher and Writer, Women's Studies Centre, University of Sydney, 1995 - 1998.

### **Lee-May SAW**

#### *Qualifications:*

#### **Director**

BA / LLB.

Admitted as a Legal Practitioner of the High Court of Australia (2007)  
Admitted as a Legal Practitioner of the Supreme Court of NSW (2005)

#### *Experience:*

Barrister, New South Wales Bar, 2010 - present  
Solicitor In Charge, Family Law and Care & Protection Law, JPM Legal, 2007 - 2009  
Solicitor, Women's Legal Services NSW, 2006 - 2007.

### **Shirley SOUTHGATE** **Director**

#### *Qualifications:*

BA; LLB (Hons).

Admitted as barrister and solicitor of the Supreme Court of Western Australia (1996) Practised in NSW since 2005

#### *Experience:*

Manager - Policy and Good Practice, Office of the Information Commissioner NSW  
Principal Solicitor, Kingsford Legal Centre  
Managing Solicitor - Client Services, Legal Aid Western Australia.



## director's report

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699



### MEETINGS OF DIRECTORS

During the financial year, 5 meetings of the Board of Directors were held. Attendances by each of the directors were as follows:

<b>Board of Directors' Meetings</b>		
	<i>Number eligible to attend</i>	<i>Number attended</i>
Sara Blazey	5	5
Sue Knox Davis	5	4
Emily Winborne	5	4
Natasha Case	5	3
Anusha Duray	3	0
Sigrid Herring	2	0
Pat Johnson	2	0
Belinda Louis	2	0
Janette Prichard	5	4
Lee-May Saw	5	3
Shirley Southgate	5	2

### Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2011 has been received and can be found on page 6 of the financial statements.

Signed in accordance with a resolution of the Board of directors;



Director



Director

Dated this 14th day of September 2011



## auditor's declaration

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699



**AUDITOR'S INDEPENDENCE DECLARATION**  
**UNDER SECTION 307C OF THE CORPORATIONS ACT 2001**  
**TO THE DIRECTORS OF WOMEN'S LEGAL RESOURCES LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2011 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.

MNSA PTY LTD  
CHARTERED ACCOUNTANTS

MARK SCHILIRO

DIRECTOR

DATED THIS 14th DAY OF SEPTEMBER 2011 AT SYDNEY

MNSA PTY LTD  
ABN 59 133 605 400

Level 2, 333 George St.  
Sydney NSW 2000  
GPO Box 2943 Sydney 2001

Tel: (02) 9299 0901  
Fax: (02) 9299 8104  
Email: [admin@mnsa.com.au](mailto:admin@mnsa.com.au)

Entity limited by the  
Accountants Scheme,  
approved under the  
Professional Standards  
Act 1994 (NSW)





## comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### **STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2011**

#### **CLASSIFICATION OF EXPENSES BY FUNCTION**

	<b>Note</b>	<b>2011</b>	<b>2010</b>
		<b>\$</b>	<b>\$</b>
Operating revenue from ordinary activities	2	2,152,348	3,188,852
Service expenses		243,373	395,801
Occupancy expenses		102,967	129,816
Administration expenses		138,378	288,118
Employment & contract expenses		1,662,535	2,365,138
Financing expenses		668	-
Depreciation expenses		9,666	9,979
<b>Total Expenses</b>		<b>2,157,587</b>	<b>3,188,852</b>
Profit / (Loss) from ordinary activities before income tax expense	9	(5,239)	-
Income tax expense relating to ordinary activities		-	-
Net profit/(loss) from ordinary activities after income tax	9	(5,239)	-
Retained profits at the beginning of the financial year		42,005	42,005
<b>Retained profits at the end of the financial year</b>		<b>36,766</b>	<b>42,005</b>

The accompanying notes form part of these financial statements.



## financial position

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2011

	Note	2011 \$	2010 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	1,009,532	1,478,062
Trade and other receivables	4	23,136	53,006
<b>TOTAL CURRENT ASSETS</b>		1,032,668	1,531,068
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	641,254	744,836
<b>TOTAL NON-CURRENT ASSETS</b>		641,254	744,836
<b>TOTAL ASSETS</b>		<b>1,673,922</b>	<b>2,275,904</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	1,120,276	1,724,892
Short-term provisions	7	299,772	293,248
<b>TOTAL CURRENT LIABILITIES</b>		1,420,048	2,018,140
<b>NON-CURRENT LIABILITIES</b>			
Borrowings	8	2	64
Long-term provisions	7	71,682	70,271
<b>TOTAL NON-CURRENT LIABILITIES</b>		71,684	70,335
<b>TOTAL LIABILITIES</b>		<b>1,491,732</b>	<b>2,088,475</b>
<b>NET ASSETS</b>		<b>182,190</b>	<b>187,429</b>
<b>EQUITY</b>			
Special Reserve		145,424	145,424
Retained Profits	9	36,766	42,005
<b>TOTAL EQUITY</b>		<b>182,190</b>	<b>187,429</b>

The accompanying notes form part of these financial statements.





## income and expenditure

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### STATEMENT OF RECOGNISED INCOME AND EXPENDITURE FOR THE YEAR ENDED 30 JUNE 2011

	Note	Retained Earnings \$	Special Reserve \$	Total \$
<b>Balance at 1 July 2009</b>		42,005	145,424	187,429
Profit attributable to entity	9	-	-	-
<b>Balance at 30 June 2010</b>		42,005	145,424	187,429
Loss attributable to entity	9	(5,239)	-	-
<b>Balance at 30 June 2011</b>		36,766	145,424	182,190

The accompanying notes form part of these financial statements.



## cash flows

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2011

	Note	2011 \$	2010 \$
<b>Cash Flow from Operating Activities</b>			
Receipts from grants		1,894,189	2,885,252
Other receipts		205,266	235,586
Interest received		70,293	68,014
Payments to suppliers and employees		(2,744,602)	(2,956,578)
Net cash provided by (used in) operating activities	10(b)	(574,854)	232,274
<b>Cash Flow from Investing Activities</b>			
Proceeds/payment for property, plant and equipment		106,386	(4,089)
Repayment of borrowings		(62)	-
Net cash provided by (used in) investing activities		106,324	(4,089)
<b>Net increase/(decrease) in cash held</b>		(468,530)	228,185
Cash at 1 July 2010		1,478,062	1,249,877
<b>Cash at 30 June 2011</b>	<b>10(a)</b>	<b>1,009,532</b>	<b>1,478,062</b>

The accompanying notes form part of these financial statements.



## notes to financial statements

The financial statements are for Women's Legal Resources Limited as an individual entity, incorporated and domiciled in Australia. Women's Legal Resources Limited is a company limited by guarantee.

### NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

#### ***Basis of Preparation***

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards (including Australian Accounting Interpretations) and the Corporations Act 2001.

The following is a summary of the material accounting policies adopted by the entity in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

#### ***Accounting Policies***

##### **(a) Statement of Financial Position**

The statement of financial position of Women's Legal Resources Ltd incorporates the assets and liabilities of the Women's Legal Resources Centre, Indigenous Women's Legal Program, Outreach Program, Domestic Violence Legal Service, Walgett Family Violence Prevention Legal Service (July to September 2010) and the Bourke/Brewarrina Family Violence Prevention Legal Service (July to September 2010).

##### **(b) Income Tax**

No provision for income tax has been raised as the entity is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

##### **(c) Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost or fair value as indicated, less where applicable, accumulated depreciation and impairment losses.

###### **Property**

There was no revaluation of land and buildings during the year.

###### **Plant and equipment**

Plant and equipment are measured on the cost basis, less depreciation and impairment losses.

###### **Depreciation**

All assets, excluding freehold land and buildings, are depreciated on a straight line basis over the useful lives to the entity commencing from the time the asset is held ready for use.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Buildings	-
Plant and equipment	10%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting period.

Asset classes carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimate recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to those assets are transferred to retained earnings.



## notes to financial statements

### **(d) Impairment**

At each reporting period, the entity 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. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an assets class, the entity estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

### **(e) Leases**

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.

### **(f) Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

### **(g) Employee Benefits**

Provision is made for the entity's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits expected to be settled within one year together with benefits arising from wages, salaries and annual leave which may be settled after one year, have been measured at the amounts expected to be paid when the liability is settled plus related on costs.

Other employee benefits payable later than one year have been measured at the net present value.

Additional provision has been included in the current year due to the staff salary review currently under negotiation and not yet settled as at the signing date of this financial statement.

Contributions made by the entity to employee superannuation funds are charged as expenses when incurred.

### **(h) Revenue**

Grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes it is recognised in the statement of financial position as a liability until such conditions are met or services provided.

Revenue from the rendering of a service is recognised upon the delivery of the service to the clients. Interest revenue is recognised on a proportional basis taking into account the floating interest rate applicable to the financial assets.

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

### **(i) Good and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

### **(j) Comparative Figures**

Where required by Accounting Standards comparative figures have been adjusted to conform with changes in presentation for the current financial year.

### **(k) Provisions**

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.





## notes to financial statements

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

### **(I) New Accounting Standards for Application in Future Periods**

Certain new accounting standards and interpretations have been published that are not mandatory for 30 June 2011 reporting periods. The Entity's assessment of the impact of these new standards and interpretations is set out below.

- (i) AASB 9 Financial Instruments and AASB 2009-11 *Amendments to Australian Accounting Standards arising from AASB 9* (effective 1 January 2013)

AASB 9 Financial Instruments addresses the classification and measurement of financial assets. The standard is not applicable until 1 January 2013 but is available for early adoption. AASB 9 only permits the recognition of fair value gains and losses in other comprehensive income if they relate to equity investments that are not traded. Fair value gains and losses on available-for-sale debt investments, for example, will therefore have to be recognised directly in profit or loss. The Entity has not yet decided how it would classify its financial assets under this new standard.

- (ii) Revised AASB 124 Related Party Disclosures and AASB 2009-12 *Amendments to Australian Accounting Standards* (effective 1 January 2011)

In December 2009 the AASB issued a revised AASB 124 Related Party Disclosures. It is effective for accounting periods beginning on or after 1 January 2011 and must be applied retrospectively. The amendment removes the requirement for governments-related entities to disclose details of all transactions with the government and other governments-related entities and clarifies and simplifies the definition of a related party. The Entity will apply the amended standard from 1 July 2011. When the amendments are applied, the Entity would need to disclose any transactions between its subsidiaries and its associates.

- (iii) AASB 2010-6 *Amendments to Australian Accounting Standards – Disclosures on Transfers of Financial Assets* (effective for annual reporting periods beginning on or after 1 July 2011)

In November 2010, the AASB issued AASB 2010-6 Disclosures on Transfers of Financial Assets which amends AASB 1 First-time Adoption of Australian Accounting Standards and AASB 7 Financial Instruments: Disclosures to introduce additional disclosures in respect of risk exposures arising from transferred financial assets. The amendments will affect particularly entities that sell, factor, securitise, lend or otherwise transfer financial assets to other parties. The amendments will not have any impact on the Entity's disclosures. The Entity intends to apply the amendment from 1 July 2011.

- (iv) Amendments to AASB 2010-4 *Further Amendments to Australian Accounting Standards arising from the Annual Improvements Project* (effective for annual reporting periods beginning on or after 1 July 2010 / 1 January 2011)

In June 2010, the AASB made a number of amendments to Australian Accounting Standards as a result of the IASB's annual improvements project. The Entity does not expect that any adjustments will be necessary as the result of applying the revised rules.

- (v) AASB 1053 Application of *Tiers of Australian Accounting Standards* and AASB 2010-2 *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements* (effective from 1 July 2013)

On 30 June 2010 the AASB officially introduced a revised differential reporting framework in Australia. Under this framework, a two-tier differential reporting regime applies to all entities that prepare general purpose financial statements:

- Tier 1: Australian Accounting Standards; and
- Tier 2: Australian Accounting Standards - Reduced Disclosure Requirements.

Since the company is a not-for-profit entity, it qualifies for the reduced disclosure requirements for Tier 2 entities. It is anticipated that the company will take advantage of Tier 2 reporting at a later date.



## notes to financial statements

### NOTE 2 – REVENUE

	2011 \$	2010 \$
<b>OPERATING ACTIVITIES</b>		
<b>Grants</b>		
- Legal Aid Commission (Commonwealth)	971,987	863,755
- Legal Aid Commission (Commonwealth) - Prior Year	44,128	-
- Legal Aid Commission (State)	731,248	713,373
- Attorney General's Dept - FVPLS - Prior Year	70,833	1,189,060
- Less: Uncommitted / unspent funds	(66,152)	(16,436)
- Sundry Grants	142,145	135,500
	1,894,189	2,885,252
<b>Other income</b>		
- Interest received	70,293	68,014
- Donations	105	100
- Fees and contributions	59,273	86,235
- Costs recovered and retained	29,706	57,828
- Rental income	80,121	86,300
- Sales of publications and merchandise	1,918	487
- Referral Fees	4,273	4,636
- Profit from Sale of Fixed Asset	12,470	-
Total other income	258,159	303,600
	<b>2,152,348</b>	<b>3,188,852</b>

### NOTE 3 – CASH AND CASH EQUIVALENTS

	2011 \$	2010 \$
Current		
Cash at bank	19,847	29,672
Cash on deposit	989,185	1,447,890
Cash on hand	500	500
	1,009,532	1,478,062

### NOTE 4 – TRADE AND OTHER RECEIVABLES

	2011 \$	2010 \$
Current		
Trade receivables	12,032	18,026
Deposits / Bonds	30	1,200
Prepayments	11,074	33,780
	23,136	53,006



## notes to financial statements

### NOTE 5 – PROPERTY, PLANT AND EQUIPMENT

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
Building - at cost	623,564	717,480
Plant & equipment - at cost	96,660	96,660
Less accumulated depreciation	(78,970)	(69,304)
	641,254	744,836

#### MOVEMENTS IN CARRYING AMOUNTS

Movement in the carrying amounts of property, plant and equipment between the beginning and the end of the current financial year

	<b>Property, Plant and Equipment</b>	<b>Total</b>
<b>2010</b>		
Balance at the beginning of year	750,726	750,726
Additions	4,089	4,089
Disposals	-	-
Depreciation Expense	(9,979)	(9,979)
	744,836	744,836
Carrying amount at the end of year	744,836	744,836
<b>2011</b>		
Balance at the beginning of year	744,836	744,836
Additions	-	-
Disposals	(93,916)	(93,916)
Depreciation Expense	(9,666)	(9,666)
	641,254	641,254
Carrying amount at the end of year	641,254	641,254

### NOTE 6 – TRADE & OTHER PAYABLES

#### Current

Trade payables	83,476	176,752
Uncommitted/ Unspent Grant Funds	162,673	592,056
Payroll liabilities	109,329	122,914
GST payable	(2,922)	54,631
Employee benefits	767,720	778,539
	1,120,276	1,724,892

### NOTE 7 – PROVISIONS

#### Current

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
Provision for long service leave	25,634	18,309
Provision for locum fees	50,230	50,230
Provision for IWP Consultation	34,476	34,476
Provision for printing and publications	5,053	-
Provision for staff development	89,432	86,332
Provision for re-establishment	17,610	17,610
Provision for equipment replacement	43,185	50,978
Provision for Directors' planning meetings	24,152	25,313
Provision for legal expenses	10,000	10,000
	299,772	293,248

#### Non-Current

Provision for long service leave	71,682	70,271
	71,682	70,271



## notes to financial statements

### Provision for Long term Employee Benefits

A provision has been recognised for employee entitlements relating to long service leave. In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based on historical data. The measurement and recognition criteria relating to employee benefits have been included in Note 1 to this report.

### NOTE 8 – BORROWINGS

	2011 \$	2010 \$
Non-Current		
National Australia Bank	2	43
National Australia Bank	-	21
	<u>2</u>	<u>64</u>

### NOTE 9 – RETAINED EARNINGS

Retained profits at the beginning of the financial year	42,005	42,005
Net profit / (loss)	(5,239)	-
	<u>36,766</u>	<u>42,005</u>

### NOTE 10 – CASH FLOW INFORMATION

#### (a) Reconciliation of Cash

	2011 \$	2010 \$
Cash at bank	19,847	29,672
Cash on deposit	989,185	1,447,890
Cash on hand	500	500
	<u>1,009,532</u>	<u>1,478,062</u>

#### (b) Reconciliation of cash flows from operations with profit from ordinary activities after income tax.

	2011 \$	2010 \$
Profit (loss) from ordinary activities after income tax	(5,239)	-
Non cash flows Depreciation	9,666	9,979
Profit on sale of property, plant and equipment	(12,470)	-
Changes in assets and liabilities		
(Increase) / Decrease in prepayments	23,876	(15,939)
(Increase) / Decrease in receivables	5,994	(12,355)
Increase / (Decrease) in provisions	7,935	29,488
Increase / (Decrease) in payables	(604,616)	221,101
Net cash provided by operating activities	<u>(574,854)</u>	<u>232,274</u>

(c) The entity has no credit, standby or financing facilities in place.

(d) There were no non-cash financing or investing activities during the year.





## notes to financial statements

### NOTE 11 – FINANCIAL RISK MANAGEMENT

#### a. Financial Risk Management Policies

The entity's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable.

The entity does not have any derivative instruments at 30 June 2011.

##### i. Treasury Risk Management

A finance committee consisting of senior committee members meet on a regular basis to analyse financial risk exposure and to evaluate treasury management strategies in the context of the most recent economic conditions and forecasts.

##### ii. Financial Risk Exposures and Management

The main risks the entity is exposed to through its financial instruments are interest rate risk, liquidity risk and credit risk.

##### Interest rate risk

The entity is not materially affected. At 30 June 2011, balance of long-term borrowings is \$2.

##### Foreign currency risk

The entity is not exposed to fluctuations in foreign currencies.

##### Liquidity risk

The entity manages liquidity risk by monitoring forecast cash flows and ensuring that adequate unutilised borrowings facilities are maintained.

There are no material amounts of collateral held as security at 30 June 2011.

Credit risk is managed by the entity and reviewed regularly by the finance committee. It arises from exposures to customers as well as through deposits with financial institutions.

The entity monitors the credit risk by actively assessing the rating quality and liquidity of counterparties:

- Only banks and financial institutions with an 'A' rating are utilised.
- Only accredited fund managers linked to 'A' rated financial institutions are used.
- No more than 3% of total investments may be held at any time in a particular investment.
- The credit standing of counterparties is reviewed monthly for liquidity and credit risk.

The trade receivables balances at 30 June 2011 and 30 June 2010 do not include any counterparties with external credit ratings.

##### Price risk

The entity is not exposed to any material commodity price risk.

#### b. Financial Instruments Composition and Maturity Analysis

The table below reflects the undiscounted contractual settlement terms for financial instruments of a fixed period of maturity, as well as management's expectations of the settlement period for all other financial instruments. As such, the amounts may not reconcile to the statement of financial position.

	<b>Weighted Average Effective Interest Rate</b>		<b>Floating Interest Rate</b>		<b>Fixed Interest Rate Maturing</b>		<b>Non-interest Bearing</b>		<b>Total</b>	
	<b>2011</b>	<b>2010</b>	<b>2011</b>	<b>2010</b>	<b>2011</b>	<b>2010</b>	<b>2011</b>	<b>2010</b>	<b>2011</b>	<b>2010</b>
	<b>%</b>	<b>%</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Financial assets</b>										
Cash at bank	0.01	0.01	20,347	30,172					20,347	30,172
Cash on deposit	5.65	5.83	989,185	1,447,890					989,185	1,447,890
Trade and other receivables							23,136	53,006	23,136	53,006
<b>Total financial assets</b>			1,009,532	1,478,062			23,136	53,006	1,032,668	1,531,068
<b>Financial liabilities</b>							83,476	176,752	83,476	176,752
Trade and other payables										
<b>Total financial liabilities</b>							<b>83,476</b>	<b>176,752</b>	<b>83,476</b>	<b>176,752</b>



## notes to financial statements

Trade payables are expected to be paid as follows:

	2011 \$	2010 \$
<b>Trade Payables</b>		
Less than 6 months	83,476	109,204
6 months to 1 year	-	67,548
Total Trade Payables	83,476	176,752

### c. Net Fair Values

The fair values of financial assets and financial liabilities are presented in the statement of financial position at their carrying values. Fair values are those amounts at which an asset could be exchanged or a liability settled, between knowledgeable willing parties in an arm's length transaction.

Cash and cash equivalents, trade and other receivables and trade and other payables are short term instruments in nature whose carrying values is equivalent to fair value. Trade and other payables exclude amounts provided for annual leave which is not considered a financial instrument.

### Sensitivity Analysis:

#### Interest rate risk

The entity has performed a sensitivity analysis relating to its exposure to interest rate risk at balance date. This sensitivity analysis demonstrates the effect on current year results and equity which could result from a change in this risk.

As at 30 June 2011, the effect on profit and equity as a result of changes in the interest rate, with all other variables remaining constant, would be as follows:

	2011 \$	2010 \$
<b>Change in profit</b>		
— Increase in interest rate by 2%	20,190	29,561
— Decrease in interest rate by 2%	(20,190)	(29,561)
<b>Change in equity</b>		
— Increase in interest rate by 2%	20,190	29,561
— Decrease in interest rate by 2%	(20,190)	(29,561)

This sensitivity analysis has been performed on the assumption that all other variables remain unchanged.

No sensitivity analysis has been performed for foreign exchange risk, as the entity is not exposed to fluctuations in foreign exchange.

### d. Industry and Geographical Segments

The economic entity operates predominantly in one industry and geographical segment being the provision of free legal services to women throughout New South Wales.

## NOTE 12 – MEMBERS' GUARANTEE

The entity is incorporated under the Corporations Act 2001 and is an entity limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 30 June 2011 the number of members was 50.



### NOTE 13 – AUDITORS’ REMUNERATION

	2011 \$	2010 \$
Remuneration of the auditor for:		
- auditing or reviewing the financial report	6,330	7,330
- other services	6,330	7,330
	<hr/> 12,660	<hr/> 14,660

### NOTE 14 – KEY MANAGEMENT PERSONAL COMPENSATION

Since the end of the previous year, no director of the Company has received or become entitled to receive a benefit by reason of a contract made by the Company or a related corporation with the director or with a firm of which she is a member, or with a Company in which she has a substantial financial interest. All directors of the Company act in an honorary capacity.

### NOTE 15 – EVENTS AFTER THE BALANCE DATE

No significant events have occurred since the reporting date which would impact on the financial position of the Company as disclosed in the statement of financial position as at 30 June 2011 and the results and cash flows of the Company for the year ended on that date.

### NOTE 16 – ENTITY DETAILS

The entity was incorporated on 13 October 1982

The registered office of the entity is:  
Level 2, 333 George Street  
Sydney NSW 2000

## director's declaration

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WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### **DIRECTORS' DECLARATION**


The directors of the company declare that:

1. The financial statements and notes, as set out on pages 7 to 22, are in accordance with the Corporations Act 2001:
  - a. comply with Australian Accounting Standards; and
  - b. give a true and fair view of the financial position as at 30 June 2011 and of the performance for the year ended on that date of the entity.
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.



Director



Director

Dated this 14th day of September 2011





## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED**

### ***Report on the Financial Report***

We have audited the accompanying financial report of Women's Legal Resources Limited (the company), which comprises the statement of financial position as at 30 June 2011, the statement of comprehensive income, statement of recognised income & expenditure and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

#### *Directors' Responsibility for the Financial Report*

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

#### *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. Those 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 judgment, 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 of the financial report that gives a true and fair view 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 directors, 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*.



## auditor's report

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### *Opinion*

In our opinion, the financial report of Women's Legal Resources 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 2011 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards and the Corporations Regulations 2001.

MNSA PTY LTD

CHARTERED ACCOUNTANTS

MARK SCHILIRO

DIRECTOR

DATED THIS 14th DAY OF SEPTEMBER 2011 AT SYDNEY



## comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### **STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2011**

	<b>2011</b>	<b>2010</b>
	<b>\$</b>	<b>\$</b>
<b>INCOME</b>		
Rental Income	80,121	86,300
Interest	6,988	20,921
Donation	105	100
Referral Fees	4,273	4,636
Other Income	5,734	4,520
Profit from sale of Fixed Asset	12,470	-
Costs Recovered and Retained	15,753	46,891
<b>TOTAL INCOME</b>	<b>125,444</b>	<b>163,368</b>
<b>EXPENDITURE</b>		
<b><i>Employee Related Expenses</i></b>		
Salaries & Wages	53,561	69,952
Workers' Compensation Insurance	491	120
Staff Recruitment	-	26,876
	54,052	96,948
<b><i>Service Expenses</i></b>		
Directors' Meetings	842	1,252
	842	1,252
<b><i>Other Operating Expenses</i></b>		
Audit & Accountancy Fees	1,500	3,550
Legal & Filing Fees	2,582	580
Depreciation Expenses	9,666	9,979
Equipment / Asset Replacements	18,122	22,288
Printing & Publications	18,017	-
Rent	1,650	19,800
Bank Fees & Interest Expenses	668	1
Property Insurance	1,026	1,000
Property Repairs & Maintenance	8,725	-
Rates & Levies	8,594	7,970
	70,550	65,168
<b>TOTAL EXPENSES</b>	<b>125,444</b>	<b>163,368</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>-</b>	<b>-</b>



## comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### WOMEN'S LEGAL RESOURCES CENTRE

#### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
<b>INCOME</b>		
<b>Grants</b>		
Legal Aid Commission - Commonwealth	470,111	369,345
Legal Aid Commission - State	311,200	303,610
Legal Aid Commission - FRC	27,692	27,692
Legal Aid Commission - FRC - Prior Year	44,129	-
Sundry Grants - ROFR / SUSU / SIOP / HRC	130,833	135,000
Less: Unspent Funds	(66,152)	(16,436)
<b>Sub Total</b>	<b>917,813</b>	<b>819,211</b>
Interest Received	24,872	22,652
Fees and Contributions Received	48,000	86,072
Cost Recovered and Retained	13,473	2,973
Sale of Books and Publications	1,918	487
<b>Sub Total</b>	<b>88,263</b>	<b>112,184</b>
<b>TOTAL INCOME</b>	<b>1,006,076</b>	<b>931,395</b>
<b>EXPENDITURE</b>		
<b>Employee Related Expenses</b>		
Salaries & Wages	727,439	730,586
Superannuation	58,455	61,448
Workers' Compensation Insurance	6,493	6,651
Conferences, Training and Development	10,331	12,289
Staff Recruitment	1,622	2,047
	804,340	813,021
<b>Service Expenses</b>		
Client Disbursements	1,689	2,840
Committee Expenses	618	1,742
Communication (Telephone & Internet)	12,078	15,916
Community Education & Travel	16,972	14,121
Service Promotion & Other Expenses	3,742	2,167
Sundry Grants	95,441	16,913
	130,540	53,699
<b>Other Operating Expenses</b>		
Audit & Accountancy Fees	5,500	6,000
Bank Charges	367	467
Computer Running Costs	5,077	3,906
Equipment Repairs and Maintenance	2,328	2,319
Insurance	6,661	4,503
Library Resources & Subscriptions	10,542	8,984
Office Amenities	2,961	1,756
Office Maintenance	7,340	5,973
Postage & Freight	2,024	2,130
Printing & Stationery	5,609	5,835
Rent & Accommodation	20,000	20,000
Utilities	3,435	2,802
	71,844	64,675
<b>TOTAL EXPENSES</b>	<b>1,006,724</b>	<b>931,395</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>(648)</b>	<b>-</b>



# comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

## INDIGENOUS WOMEN'S LEGAL PROGRAM

### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2011

	2011	2010
	\$	\$
<b>INCOME</b>		
<b>Grants</b>		
Legal Aid Commission	286,916	282,399
<b>Sub Total</b>	<b>286,916</b>	<b>282,399</b>
Interest Received	13,976	7,406
Cost Recovered and Retained	485	3,155
<b>Sub Total</b>	<b>14,461</b>	<b>10,561</b>
<b>TOTAL INCOME</b>	<b>301,377</b>	<b>292,960</b>
<b>EXPENDITURE</b>		
<b>Employee Related Expenses</b>		
Salaries and Wages	198,010	184,915
Superannuation	16,193	16,682
Workers' Compensation Insurance	1,718	1,809
Staff Conferences, Training and Development	4,194	4,000
Staff Recruitment	899	784
	221,014	208,190
<b>Service Expenses</b>		
Client Disbursements	59	1,690
Committee Expenses	150	512
Communication (Telephone & Internet)	4,463	4,700
Community Education & Travel	6,729	13,735
AWCN Expenses	9,969	8,213
Management Fees	25,000	25,000
Service Promotion & Other Expenses	2,728	1,619
	49,098	55,469
<b>Other Operating Expenses</b>		
Audit & Accountancy Fees	2,000	2,000
Bank Charges	174	236
Computer Running Costs	2,302	2,011
Equipment Repairs and Maintenance	1,257	1,591
Insurance	2,972	1,532
Library, Resources & Subscriptions	3,090	2,647
Office Amenities	1,483	775
Office Maintenance	2,718	2,517
Postage & Freight	1,105	937
Printing & Stationery	2,815	3,527
Rent & Accommodation	10,400	10,400
Utilities	1,688	1,128
	32,004	29,301
<b>TOTAL EXPENSES</b>	<b>302,116</b>	<b>292,960</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>(739)</b>	<b>-</b>





## comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### OUTREACH PROGRAM

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
<b>INCOME</b>		
<b>Grants</b>		
Legal Aid Commission	187,268	184,319
<b>Sub Total</b>	<b>187,268</b>	<b>184,319</b>
Interest Received	6,988	6,666
Cost Recovered and Retained	-	644
<b>Sub Total</b>	<b>6,988</b>	<b>7,310</b>
<b>TOTAL INCOME</b>	<b>194,256</b>	<b>191,629</b>
<b>EXPENDITURE</b>		
<b>Employee Related Expenses</b>		
Salaries and Wages	143,727	128,449
Superannuation	11,596	11,032
Workers' Compensation Insurance	1,248	1,166
Conferences, Training and Development	3,117	3,115
Staff Recruitment	243	201
	159,931	143,963
<b>Service Expenses</b>		
Client Disbursements	-	1,942
Committee Expenses	75	436
Communication (Telephone & Internet)	2,732	3,448
Community Education & Travel	1,316	7,510
Management Fees	11,000	11,000
Service Promotion & Other Expenses	538	866
	15,661	25,202
<b>Other Operating Expenses</b>		
Audit & Accountancy fees	1,800	2,250
Bank Charges	117	219
Computer Running Costs	1,178	2,231
Equipment Repairs and Maintenance	552	1,339
Insurance	1,523	1,625
Library, Resources & Subscriptions	2,627	2,340
Office Amenities	565	412
Office Maintenance	1,483	2,002
Postage & Freight	490	658
Printing & Stationery	1,188	2,018
Rent & Accommodation	6,500	6,500
Utilities	896	870
	18,919	22,464
<b>TOTAL EXPENSES</b>	<b>194,511</b>	<b>191,629</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>(255)</b>	<b>-</b>



# comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

## DOMESTIC VIOLENCE LEGAL SERVICE

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2011

	2011 \$	2010 \$
<b>INCOME</b>		
<b>Grants</b>		
Legal Aid Commission - State	420,048	409,763
<b>Sub Total</b>	<b>420,048</b>	<b>409,763</b>
Interest Received	17,470	10,369
Cost Recovered and Retained	-	307
<b>Sub Total</b>	<b>17,470</b>	<b>10,676</b>
<b>TOTAL INCOME</b>	<b>437,518</b>	<b>420,439</b>
<b>EXPENDITURE</b>		
<b>Employee Related Expenses</b>		
Salaries and Wages	340,668	324,259
Superannuation	26,355	27,266
Workers' Compensation Insurance	2,697	3,027
Staff Conferences, Training and Development	5,566	5,732
Staff Recruitment	608	660
	375,894	360,944
<b>Service Expenses</b>		
Client Disbursements	1,767	908
Committee Expenses	281	446
Communication (Telephone & Internet)	6,027	6,971
Community Education & Travel	8,757	8,473
Service Promotion and Other Expenses	525	1,061
	17,357	17,859
<b>Other Operating Expenses</b>		
Audit & Accountancy fees	3,500	4,175
Bank Charges	326	351
Computer Running Costs	2,960	3,518
Equipment Repairs and Maintenance	1,342	2,663
Insurance	3,821	2,298
Library, Resources & Subscriptions	6,123	4,799
Office Amenities	1,588	910
Office Maintenance	3,672	3,036
Postage & Freight	1,178	1,046
Printing & Stationery	5,028	4,443
Rent & Accommodation	13,000	13,000
Utilities	2,140	1,397
	44,678	41,636
<b>TOTAL EXPENSES</b>	<b>437,929</b>	<b>420,439</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>(411)</b>	<b>-</b>



## comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### WALGETT FAMILY VIOLENCE PREVENTION LEGAL SERVICE

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 SEPTEMBER 2010

	2011 \$	2010 \$
<b>INCOME</b>		
<b><i>Attorney General's Funds</i></b>		
Operational - Prior Year	28,629	583,263
Capital	-	49,937
<b>TOTAL INCOME</b>	<b>28,629</b>	<b>633,200</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries and Wages	21,446	353,748
Superannuation	1,973	31,271
Workers' Compensation Insurance	234	3,779
Conferences, Training and Development	-	5,000
Staff Recruitment	-	1,287
	23,653	395,085
<b><i>Service expenses</i></b>		
Client Disbursements	508	2,152
Committee / Meeting Expenses	-	1,771
Consultants / debriefing	-	2,433
Communication (Telephone & Internet)	579	7,075
Management Fees	-	25,536
Service Promotion	-	39,642
Travel & Accommodation	6,265	45,555
Motor Vehicle	-	4,314
CLE Project	-	17,309
	7,352	145,787
<b><i>Other Operating Expenses</i></b>		
Bank Charges	-	326
Auditing & Accounting Fees	-	2,400
Computer Running Costs	-	4,058
Equipment Repairs & Maintenance	-	1,409
Insurance	-	3,964
Library, Resources & Subscriptions	-	4,836
Office Amenities	-	760
Office Maintenance	-	5,281
Postage, Courier & Freight	152	1,651
Printing & Stationery	277	6,298
Rent & Accommodation	-	15,600
Utilities	381	3,297
Capital Expenditure	-	42,448
	810	92,328
<b>TOTAL EXPENSES</b>	<b>31,815</b>	<b>633,200</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>(3,186)</b>	<b>-</b>



## comprehensive income statement

WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

### **BOURKE / BREWARRINA FAMILY VIOLENCE PREVENTION LEGAL SERVICE**

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 SEPTEMBER 2010

	2011 \$	2010 \$
<b>INCOME</b>		
<b><i>Attorney General's Funds</i></b>		
Operational - Prior Year	42,204	511,499
Capital Funding	-	44,361
<b>TOTAL INCOME</b>	<b>42,204</b>	<b>555,860</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries and Wages	21,448	310,441
Superannuation	1,973	27,582
Workers' Compensation Insurance	234	3,179
Conferences, Training and Development	-	4,854
Staff Recruitment	-	929
	23,655	346,985
<b><i>Service Expenses</i></b>		
Client Disbursements	14,010	2,047
Consultants / Debriefing	-	2,860
Committee Expenses	-	454
Communication (Telephone & Internet)	891	7,155
Management Fees	-	22,119
Service Promotion	106	5,914
Travel & Accommodation	2,718	47,461
Motor Vehicle	-	8,524
	17,725	96,534
<b><i>Other Operating Expenses</i></b>		
Bank Charges	-	317
Computer Running Costs	-	3,375
Equipment Repairs & Maintenance	-	22,398
Insurance	-	2,798
Library, Resources & Subscriptions	-	4,592
Office Amenities	-	716
Office Maintenance	-	4,013
Postage, Courier & Freight	240	1,097
Printing & Stationery	122	6,569
Rent & Accommodation	-	20,800
Utilities	462	3,228
Capital Expenditure	-	42,438
	824	112,341
<b>TOTAL EXPENSES</b>	<b>42,204</b>	<b>555,860</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>-</b>	<b>-</b>