



WOMEN'S LEGAL SERVICES NSW



# ANNUAL REPORT 2012–2013



Women's Legal Services NSW would like to acknowledge the Wongal and Burramattagal people who are the traditional owners of the land on which we work.



## WOMEN'S LEGAL RESOURCES LTD

Trading as Women's Legal Services NSW

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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 advice and referrals for women in NSW with a focus on family law, domestic violence, sexual assault and discrimination.

#### *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	once a month on Wednesday
Mt Druitt	once a month on Monday
Penrith	once a month on Tuesday
Katoomba	fortnightly on Monday

### Family Relationship Centres

Blacktown	once a month
Penrith	once a month

### Women's Correctional Centres

Silverwater	once a month
Emu Plains	once in two months

### Winnima Wirawi Project

#### *Indigenous Women's Family Advice clinics:*

Koolyangerarra (Cranebrook) fortnightly  
Marrin Weejali (Blackett) fortnightly

### Working Women's Legal Service:

Auburn	once a month
Bankstown	once a month



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## CHAIRPERSON'S REPORT

We have had a very busy and productive year at Women's Legal Services NSW.

We developed a new strategic plan for the three years ahead the overview of which is included in this annual report. We are continuing our commitment to supporting women most disadvantaged and advocating for changes to laws and practices that are most oppressive to women.

We successfully negotiated a new three-year enterprise agreement. I am proud to report that we have agreed on best practice standards for working conditions for women including parenting, caring and flexible working rights, and a clause to cover both women dealing with domestic violence and women who are assisting others in that situation. We hope that this will become an established model for other community legal centres to follow.

This year we conducted a client satisfaction survey for the first time in three years. A team of volunteers took on the task of calling our clients to get their feedback, the results of which are reported below. I am pleased to find that on the whole our services were considered very useful by our clients. We also heard from those who found it difficult to get through on our advice lines or who could not conveniently get to an outreach location for a face to face appointment. The lack of adequate resources to cover the whole of NSW makes this constraint inevitable. However we continue to apply ourselves to the use of new information technologies to increase our accessibility. We are now engaged in Facebook and Twitter as well as providing a dedicated online support service for community workers – the increasingly popular 'Ask LOIS'.

The Indigenous Women's Legal Program has undergone a re-structure enabling additional resources to be available for outreach services. Our Indigenous staff and solicitors now travel regularly throughout NSW to make face to face contact with women in remote communities. We have purchased a seven-seater four wheel drive vehicle for these long trips.

As a result of these changes we sadly farewelled Donna Hensen, Indigenous Women's Legal Program



Co-ordinator. On behalf of all of us I would like to thank Donna for her leadership, dedication and the vision she brought to the role.

We have also received some additional funding to undertake projects for Indigenous women dealing with family law and child welfare authorities. This has enabled us to employ additional Indigenous staff and to set up new outreach advice clinics in Western Sydney.

Another exciting initiative is our new Working Women's Legal Service. Although largely unfunded at this stage we have commenced offering advice to CALD women at clinics in Bankstown and Auburn. This is an area in which we hope to expand in the future.

As always we are unsure of the future of the resources to be made available for our services as core funding continues to fall behind the growth in expenses. We continue to seek funding from a range of other sources, as well as establishing our own fundraising arm.

In September 2012 Women's Legal Services NSW celebrated our 30th anniversary and launched our fundraising Foundation.

The WLS NSW Foundation has authority to fundraise and is seeking tax-deductible donations. A regular



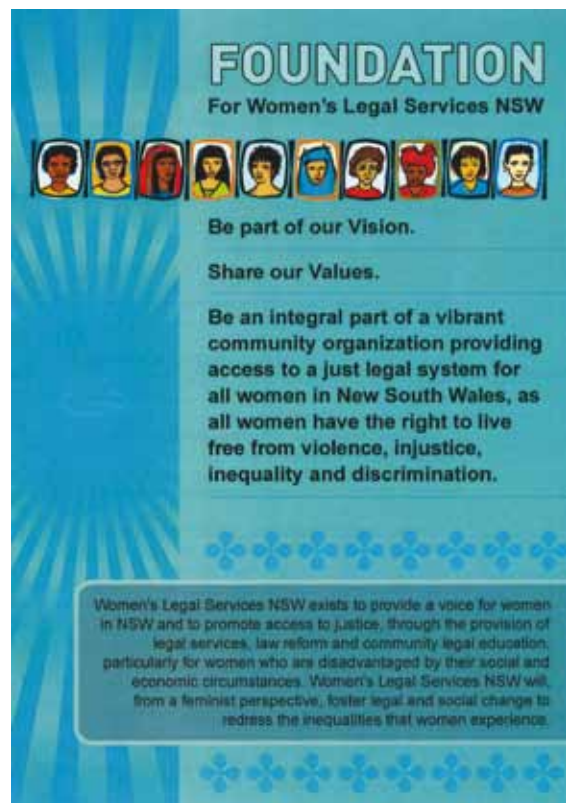
program of events is held for Foundation members. We have had winter and spring seminars with guest speakers Dr Lesley Laing and Prof Gillian Triggs which have been enthusiastically supported by Foundation members. There will be more of these activities to come in future.

This Annual Report gives an overview of these and other achievements of WLS.

My thanks to the Board; Anna Hartree, Anusha Duray, Belinda Louis, Felicity Lee, Joplin Higgins, Louise Goodchild, Lizzie Simpson, and Lynda Maitland.

On behalf of the Board I would like to acknowledge the members of the Aboriginal Women's Consultation Network: Elsie Gordon, Anusha Duray, Christine Robinson, Tina West and Vicki Dennison. Thanks to the contribution of these wonderful women we can improve the cultural appropriateness of our services for women and children across NSW.

There are also a large number of pro bono solicitors and barristers who provide an incredible amount of assistance to our staff and clients. Thank you all for your support.



To all those who have contributed to the work of Women's Legal Services NSW, 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.

**Denele Crozier,  
Chairperson**





## STRATEGIC PLAN 2013/14–2015/16

### Vision

Access to justice and a just legal system for women in NSW, as all women are entitled to a society that respects their human rights.

### Purpose

- Women's Legal Services NSW works from a feminist perspective to promote access to justice for women in NSW. We seek to promote women's human rights, redress inequalities experienced by women and to foster legal and social change through strategic legal services, community development, community legal education and law and policy reform work. We prioritise women who are disadvantaged by their cultural, social and economic circumstances.
- We focus on areas of law that most directly have a gendered impact on women. This includes domestic violence, sexual assault, family law and discrimination.

### 5 Priority Areas

The five priority areas of service delivery for Women's Legal Services NSW are:

#### *Policy and Law Reform*

Influence reform of policy, legislation and legal processes that affect the rights and limit the lives of women, particularly those most disadvantaged in their access to justice.

#### *Community Legal Education and Community Development*

Promote women's understanding of the legal system, their rights and avenues for the resolution of their legal problems. Undertake community development initiatives to achieve this purpose, particularly for those women most disadvantaged in their access to justice. Develop the capacity of service providers working with women to assist their clients appropriately with legal problems.

#### *Improving the Lives of Individual Women*

Targeted and effective legal services that best meet the unmet needs of the most disadvantaged women in NSW.

Strategic casework selected within our capacity that promotes women's human rights and supports assistance for those women at greatest disadvantage.

#### *Enhance access to justice for, and self-determination by, Indigenous women*

Provide a specialised and culturally appropriate Indigenous Women's Legal Program, with respect for Indigenous decision-making and a commitment to supporting community strengthening.

#### *Infrastructure, Sustainability and Organisational Support*

Maintain the efficiency and effectiveness of Women's Legal Services NSW infrastructure to sustain and support the service delivery priority areas.

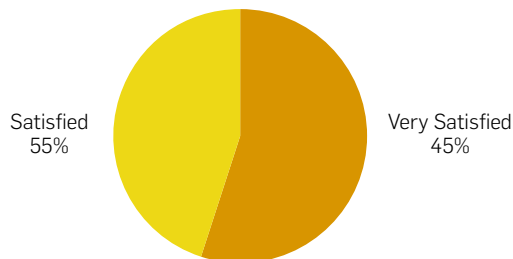
## CLIENT SATISFACTION SURVEY

During June and July 2013 Sydney University Law students volunteered to conduct our client satisfaction survey. In the previous month we sought permission from clients to receive this follow up call.

In total, 115 advices were identified for survey during the survey period: of which 80 completed the survey.

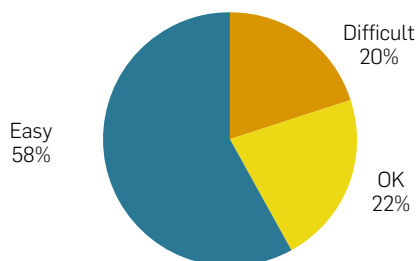
Overall the results were very positive for WLSNSW with all respondents indicating they would recommend us to a friend. The major findings are set out below:

### Client's Overall Satisfaction



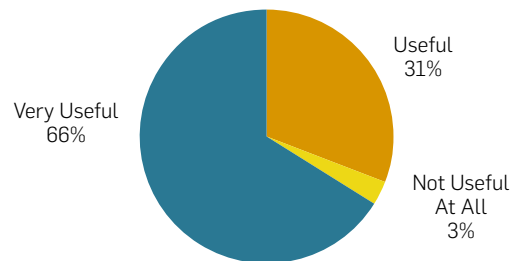
The main area of dissatisfaction was the difficulty getting through on the advice phone lines.

### Ease of Access to WLSNSW



Almost all clients were dealing with family law and domestic violence issues. Most found our advice useful.

### WLSNSW Assistance Useful



Some comments:

*"The solicitor made me feel very comfortable, even though I was discussing personal matters."*

*"Very professional and kind."*

*"The legal advice gave me confidence to take action and know my rights."*

*"The best thing was not feeling rushed."*

*"Helpful and polite, made me feel like I was making the right decisions."*

*"Very understanding and noted other issues I hadn't even thought of."*

*"Good understanding of what is going on compared to other services. Went beyond what I asked for."*



*Client Satisfaction survey volunteers: Louisa Vaupel, Phoebe Yule, Lovelle d'Souza, Bella Partridge, Elizabeth Mulhal, with Executive Officer Helen Campbell. (Alice Gardol absent).*





## OUR PERSONNEL DURING 2012/2013

### Board of Directors

Denele Crozier	Chairperson
Belinda Louis	Treasurer
Lynda Maitland	Secretary Appointed 21 November 2012
Emily Winbourne	Secretary until 21 November 2012
Anusha Duray	AWCN Representative
Anna Hartree	Appointed 21 November 2012
Felicity Lee	Appointed 21 November 2012
Joplin Higgins	co-opted 8 May 2013
Louise Goodchild	
Lizzie Simpson	

Kirsty Irving	Solicitor (from 27 February 2013)
Joanne Rudd	Community Access Officer (from 29 April 2013)
Kaitlin Kennedy	Program Officer (from 8 May 2013)
Gabrielle Craig	Senior Solicitor, Family Law Project (from 1 May 2013)
Kim Berry	Aboriginal Care Matters Project (25 February 2013 – 30 June 2013)
Jodie Sohlberg	Program Officer (19 November 2012 – 1 February 2013)
Lisa Williams	Program Officer (12 February 2013 – 5 May 2013)
Kirhi Euloo-Wiree	Community Access Worker (18 September 2012 – 11 October 2012)

### Aboriginal Women's Consultation Network

Vicki Dennison	Aboriginal Women's Representative, Armidale
Anusha Duray	Aboriginal Projects Co-ordinator, ETC Ltd
Aunty Elsie Gordon	TAFE NSW
Christine Robinson	Coordinator, Wirringa Baiya Aboriginal Women's Legal Centre
Tina West	Eleanor Duncan Aboriginal Health Service

### Community Legal Education

Natalie Neumann	Community Legal Education Co-ordinator
Rebecca Ebel	Community Legal Education Officer (from 10 September 2012)
Marissa Johnpillai	Community Legal Education Co-ordinator

### Staff

#### Management

Helen Campbell	Executive Officer
Janet Loughman	Principal Solicitor
Kim Ly	Management Accountant

#### Indigenous Women's Legal Program

Donna Hensen	Co-ordinator (until 29 March 2013)
Shannon Williams	Program Officer (until 7 September 2012)
Ingrid Giles	Solicitor (until 28 September 2012)

### Law Reform

Liz Snell	Law Reform and Policy Co-ordinator
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### Solicitors

Janet Loughman	Principal Solicitor
Pip Davis	Assistant Principal Solicitor (from 12 August 2012)
Carolyn Jones	Senior Solicitor
Rebecca Frost	Senior Solicitor
Sue Bowrey	Solicitor
Kath Chegwiddden	Solicitor
Rebecca Ebel	Solicitor



Jessica Hannam	Solicitor (from 11 July 2012)
Alicia Jillard	Solicitor
Clare Jobson	Solicitor
Cecilia Lee	Solicitor
Julia Mansour	Solicitor
Maha Najjarine	Solicitor (until 21 September 2012)
Rhiannon O'Donoghue	Solicitor
Tashina Orchiston	Solicitor (until 6 June 2013)
Anastasia Polites	Solicitor
Brenda Staggs	Solicitor
Louisa Stewart	Solicitor
Charissa Sun	Solicitor
Mari Vagg	Solicitor
Kate Duffy	Solicitor, Ask <i>LOIS</i> project (until 20 February 2013)
Alex Davis	Solicitor/CLE Officer, Ask <i>LOIS</i> project (from 19 February 2013)

## Administrative Staff

Kim Ly	Management Accountant
Lita Chiv	Accounts clerk
Daryna Ieth	Receptionist
Kuny Chhor	Data entry
Clare Sullivan	Social Media
Da Phy	Data analysis
Susan Ha	Admin Assistant
Salam Zreika	Clerical Assistant

## Consultants and contractors

Jonathan Vianna, Maccentre  
 Kristin Sinclair, Webgirl consulting  
 Priscilla Mc Corrigan, Counsellor.



*Women's Legal Services staff display our new banner.*



## Volunteers and Students

We would like to thank all our students and volunteers who give their time to help us to serve our clients. We appreciate your work.

Alex Davis  
Amina Qureshi  
Ariel Hay  
Barsha Gurung  
Charissa Sun  
Clare Sullivan  
Emma Palmer  
Greemn Lim  
Hanh Ho  
Jenny Cohen  
Jenny Zadel  
Kim Berry  
Margaret Fahy  
Nalin Ouy  
Nadia Deeb  
Norah Grewel  
Sarah Yemin  
Scarlett O'Toole  
Sikha Dahal  
Susan Ha  
Tasnim Saied

## PRO BONO PARTNERS

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.

### *Law firms:*

Ashurst  
Clayton Utz  
DLA Piper  
Gilbert + Tobin

### *Barristers:*

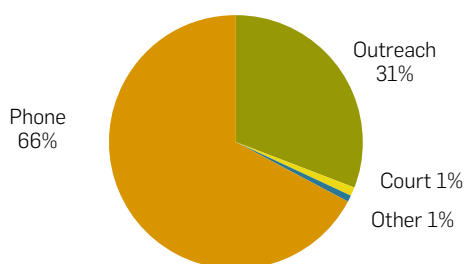
John Catsanos	Henry Parkes Chambers
Helen Wall	Henry Parkes Chambers
Michelle England	Third Floor St James Hall
Radhika Withana	12 Wentworth Selborne Chambers
Louise Goodchild	Frederick Jordan Chambers
Monica Neville	Sir James Martin Chambers



## WE PROVIDED LEGAL ADVICE AND REPRESENTATION

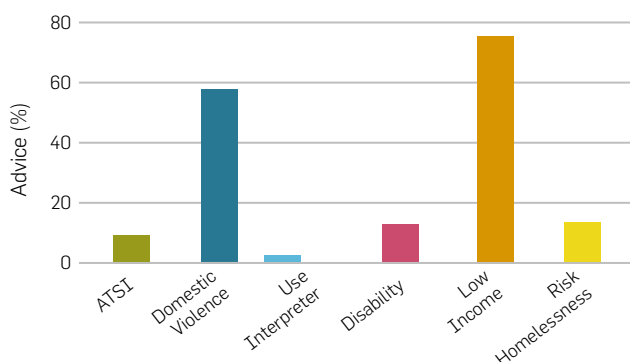
WLS NSW provided legal advice and representation to women most disadvantaged in our community. We provided 356 information and referral services and 1,663 legal advices to women during the year either by phone or face-to-face at 12 outreach advice clinic locations, women's prisons and Local Courts in Western Sydney.

*The Ways Our Clients Contacted Us For Advice*



Most of our clients had low incomes and were dealing with domestic violence.

*Client characteristics*



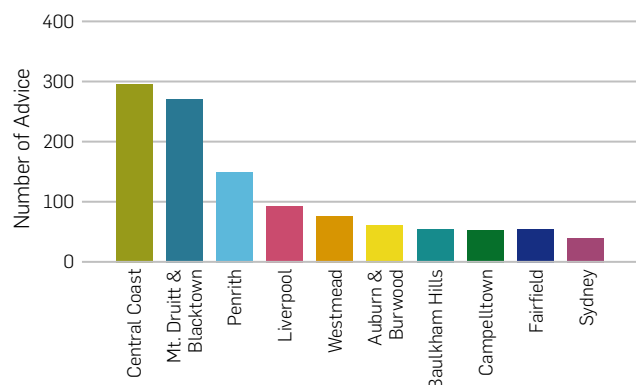
### ADVO duty work

We attended local courts in western Sydney to represent women in Apprehended Domestic Violence Order (ADVO) matters and provide associated advice. A solicitor regularly attended Mt Druitt, Penrith and Blacktown Local Courts.

### State-wide telephone advice services

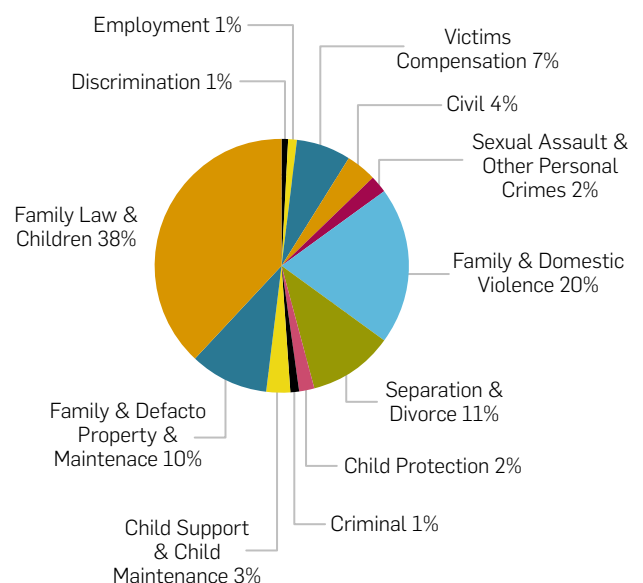
We provided state-wide telephone advice services for general legal advice, domestic violence legal advice, and advice for Aboriginal women through our designated Indigenous Women's Legal Contact Line.

*Top 10 geographic areas for advice*



The main areas of law clients were seeking advice on were family law, children and domestic violence.

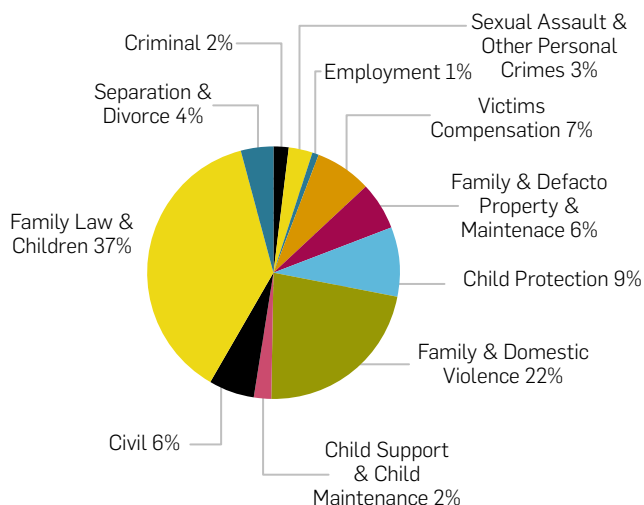
*Advices by area of law*



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 were family law and children, domestic violence, child protection and victims compensation.



## Advice provided to Indigenous clients



## Case study: Child contact

Imee\* came to see us at a legal advice clinic at a prison. Her child had been removed from her care a few years earlier. Final orders had been made in the Children's Court providing for Imee to have contact with her child six times a year. At the time of our appointment she had not had any contact with her child for nine months despite advising FACS (CS) of her whereabouts and requesting contact. There had recently been a change in caseworker for her matter. We were able to successfully advocate for resumption of contact.

\*not her real name

## Casework

We represented women in 259 cases. Some case studies provide examples of our casework:

### Abuse in care civil claim

WLS acts for 12 Aboriginal women who are plaintiffs in a civil claim against the State of NSW (Department of Community Services). The plaintiffs allege physical and sexual abuse in a children's home in the 1970s and 1980s. The case has been running in the District Court since mid 2008. In November 2012, 2 preliminary Notices of Motion (about extending the limitation period and whether the defendant could have a fair trial after the passage of time) were part heard in the District Court over 4 days. Our first client's case to extend time was persuasive and the defendant amended their defence to acknowledge that the claim was not out of time. A legal argument about legal professional privilege and access to subpoenaed material was won by the plaintiff before the District Court. The State of NSW appealed this decision to the Supreme Court of Appeal which was not able to be listed until November 2013.

## Outreach advice clinics in western Sydney

We provided face-to-face legal advice through four outreach advice clinics in Women's Health Centres in western Sydney at Liverpool, Fairfield, Penrith and Blacktown.

In early 2013 our Indigenous Women's Legal Program received additional federal funding to support our work in family law for Aboriginal women. We consulted with Indigenous organisations and established an initial outreach advice clinic at Marrin Weejali at Blackett.

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

We provided advice clinics and lawyer assisted family dispute resolution in family law matters through the two FRCs.

## LEAP for Women

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 now in its fifth year and has identified high level legal needs of women in prison. We do not receive funding to provide this service and it remains a high priority need in terms of access to justice.





### **Case study: Defending a Local Court civil claim**

*Julie\* had a history of domestic violence and sought advice from us about a Local Court civil claim by her husband, alleging monies owed to him. The case was settled with judgment for our client.*

*\*not her real name*

### **Case study: Victims compensation success**

*Isla\* was referred by Victims Services in 2010 due to the complexity of the client's claims and the complex client needs. We represented her in making three claims for victims compensation, two of which arose out of similar circumstances and required legal submissions on 'unrelated acts of violence'. Isla's applications were determined prior to the introduction of the new Act in May 2013 and she was successful in all three claims.*

*\*not her real name*

## **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 [See also separate Law Reform and Policy section].

### **Victims compensation [see also law reform section]**

For many years WLS has been advising and acting for survivors of domestic violence and sexual assault in making strenuous applications for victims compensation. This representation has been important in providing access to justice. Victims of crime who have been traumatised by acts of violence typically struggle to exercise their right to apply for victims compensation. The application process can be confronting and intimidating for those coming to terms with the impact of violence on their lives.

On 7 May 2013 the Victims Rights and Support Bill 2013 was introduced into the NSW Parliament without notice introducing sweeping and retrospective changes to the law which seriously diminished the rights of victims of domestic violence and sexual assault. Under the old scheme the maximum payment for a victim of domestic violence who could prove a psychological disorder was \$50,000. Under the new scheme the same victim is eligible for a 'recognition payment' if they can prove assault (\$1,500) or grievous bodily harm (\$5,000).

*For our then current clients, their combined entitlements went from a theoretical maximum of \$3.2 million down to \$570,000. This highlights the severity of the change.*

We campaigned strongly against the changes on behalf of our clients who were extremely upset and many were angered by the changes. We argued that victims compensation plays a key role in the support and rehabilitation of victims of violent crimes and must be retained and strengthened.

Violence against women is one of the most widespread human rights abuses. In Australia domestic violence puts more women aged 15-44 years at risk of ill health and premature death than any other risk factors. Some groups of women experience higher rates of violence including Aboriginal women, women with disabilities, women from culturally and linguistically diverse backgrounds, younger women and older women. Domestic violence has serious and often devastating consequences for victims, their extended families and the community; and is the biggest single cause of homelessness among women and children.

Violence against women also comes at an enormous economic cost. Research released by the Government shows that each year violence against women costs the nation \$13.6 billion. This figure is expected to rise to \$15.6 billion by 2021.

Compensation is a powerful symbolic acknowledgement of pain and suffering. It publicly acknowledges that a wrong has been done. Public recognition and state accountability play a role in reducing violence against women and children. We continue to monitor the impact of these changes.



*Anne Cregan, Ashurst, Janet Loughman, Principal Solicitor, Justice Anna Katzman, and Helen Campbell, Executive Officer, accepting the Jessie Street Trust grant, May 2013.*

### *Sexual harassment in the workplace*

Discrimination is one of our four priority areas of law, but our data shows that the number of women accessing our service for advice about discrimination on the basis of sex, pregnancy, carer / family responsibilities and sexual harassment in the course of their employment remains relatively small and is not reflective of reported statistics as to the prevalence of discrimination in these areas of employment.

In response, WLS NSW developed a Working Women's Legal Service. This service provides legal advice at outreach locations in Bankstown (in partnership with Asian Women at Work) and in Auburn. We also accept referrals directly from the Australian Human Rights Commission. We are developing posters and

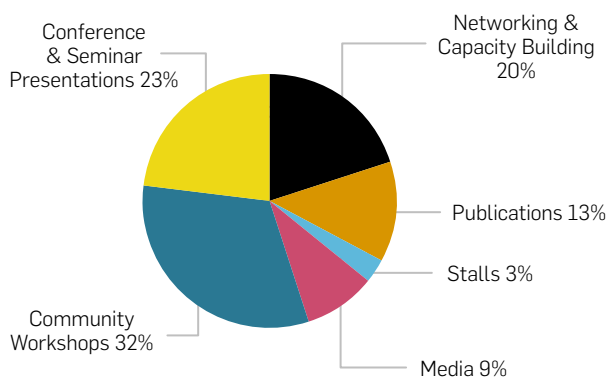
postcards about the service to assist in advertising the service with a grant received from the Jesse Street Trust.

It is our hope that this service will increase the accessibility of our service for women through targeted referrals from the Australian Human Rights Commission and other agencies, increase the knowledge of women about their rights to work free from discrimination, provide legal representation to women in their complaints and provide WLS NSW with the on the ground experience and knowledge to assist with law reform and policy work in this area of law.

## WE EDUCATED WOMEN ABOUT THE LAW

The volume and scope of our community legal education (CLE) initiatives demonstrate our strong commitment to women's awareness of the law, their legal rights and access to legal services.

*CLE Activities*



We undertook 199 CLE projects 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.

We informed hundreds of people about the work of WLS through stalls and participation at International Women's Day events, Law Week (in Penrith and Goulburn), and Reclaim the Night.

The Community Legal Education we provided included the following topics:

- Domestic and family violence and AVOs
- Family law and changes to the Family Law Act
- Family law and immigration
- Accessing justice and human rights
- Reporting sexual assault to the police
- Sexual assault and the sexual assault communications privilege



*Reclaim the Night March 28 October 2012*



- Care and Protection
- Victims compensation
- Working with CALD and refugee clients
- Working with Aboriginal and Torres Strait Islander women
- Working with LGBTIQ clients
- Accessing justice and human rights.

We provided community legal education at the following locations:

**Sydney:** Parramatta, Doonside, Ashfield, Surry Hills, Sydney CBD, Mt Druitt, Penrith, Liverpool, Cranebrook, Hebersham, Blackett, Doonside, Riverstone.

**Regional NSW:** Mudgee, Dubbo, Bathurst, Newcastle, Taree, Port Macquarie, Kempsey, Coffs Harbour, Queanbeyan, Cooma, Bega, Maitland, Tamworth, Central Coast, Goulburn, Cowra, Young, Cootamundra, Wellington, Nyngan, Bourke, Brewarrina.

**Interstate:** Adelaide

We were highly commended at the 2012 Law and Justice Awards for our project *Safe in our Place*, a community legal education project that provided regional workshops on domestic violence to refugee and migrant women.



*Anna Cody, Chair of Community Legal Centres NSW, presenting the award to Rebecca Frost, Shara Turner and Maha Najjarrine.*





## Publications and Resources

- Update of Family Law chapter *The Law Handbook* for State Library online edition
- Feedback to Australian Domestic and Family Violence Clearinghouse on their publication *Keeping you and your job safe: information for workers experiencing Family Violence*.
- Brochures in 10 community languages: Arabic, Dari, Dinka, Farsi, Filipino (Tagalog), Hindi, Kirundi, Mandarin, Tamil and Vietnamese.



Our brochures in translation

## Partnerships and working with other organisations

- Presentations on Domestic Violence as part of induction of *LawAccess* Customer Services Officers
- Workshops with Education Centre Against Violence (ECAV) Practical Skills in Responding to *Domestic Violence* training, and a workshop on DV and AVOs to ECAV bilingual educators.
- Training on Family Law, Immigration and Victims Compensation to new *Staying Home Leaving Violence* workers
- Workshops on domestic violence and family law for PIAC's *Law For Non-Lawyers* program
- Workshop on *Local Court Practice Note* at Women's Domestic Violence Court Advocacy Program (WDVCA) Forum
- Presentation on WLS services and the context of our work to the *NSW FaCS DV Line* team

- Workshop on Care and Protection to social workers at Nepean Hospital.

## Conference presentations

- Presentation on *Ask LOIS* at the Australian Women's Health Conference
- Workshop on 'New challenges in family law' at the State Legal Studies Conference
- Workshops at the National Association of Community Legal Centres conference in Adelaide:
  - Strengthening accountability: working with human rights special procedures
  - Introducing CLCs to the new climate of domestic/family violence death reviews
  - Innovation through collaboration – free lawyers for sexual assault victims.

## Rural road show

From September 2012 to May 2013 solicitors set out on a community legal education road show: *Working Together, Working Out the Law*. We provided training at fifteen rural locations. The full-day program for community workers included the new sexual assault communications privilege, note-taking and subpoenas, and an introduction to family law. We also presented *Ask LOIS* as part of this road show. *Working Together, Working Out the Law* was supported by funding from Legal Aid NSW Sexual Assault Communications Privilege Unit.

## Thai Princess

Staff from WLS, Wirringa Bayia Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre met with Her Royal Highness Princess Bajrakitiyabha Mahidol of the Kingdom of Thailand in September 2012.

Her Royal Highness has an interest in improving the welfare of women in prison in Thailand. She has developed projects such as the *Enhancing Lives of Female Inmates* and the *Kamlangjai (Inspire)* project which are specifically targeted to improving the quality of lives of female inmates.

The Princess met with us to discuss our work with women inmates from Emu Plains, Silverwater and Dillwynia Women's Correctional Centres.

It was an excellent opportunity to share the success





*Gabrielle Craig, Thea Deakin-Greenwood , HRH Princess Bajrakitiyabha Mahidol, Carolyn Jones, Shannon Williams*

of the Legal Education and Advice in Prison (LEAP) project as well as develop ideas for improving access to legal and support services for women inmates in Australia and Thailand.

### Legal Literacy in Prisons

Legal Literacy in Prison Project (LLiPP) is a partnership between WLS, Corrective Services NSW, Legal Aid NSW, Public Interest Advocacy Centre, Wirringa Baiya Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre. Legal Aid NSW provided a \$40,000 partnership grant to the project, shared between the 4 CLCs.

LLiPP aims to use legal information content to deliver literacy training over 22 weeks to women in prison. The pilot program commenced at Silverwater Women's Correctional Centre, with 8 prisoners participating.

### Ask LOIS

In 2012, we developed launched *Ask LOIS*, a secure website providing online training, resources and a support network for community workers in rural and regional areas who are responding to women with legal needs. *Ask LOIS* had been developed over several months, supported by a funding grant from the federal Attorney General's Department Grants to Australian Organisations, awarded to WLS in October 2011.

We presented 22 webinars to a total of 310 live participants and provided 14 legal advices via Ask LOIS. Over 1100 users downloaded archived webinars



*Alex Davis and Kate Duffy at the Ask LOIS launch, February 2013.*

at a later date. In March 2013 we started producing summary fact sheets to accompany each webinar topic. These proved to be popular, with over 240 fact sheets downloaded in April-June 2013.



## 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 192 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, appearing at inquiry hearings, participating in roundtables and other consultative forums, meetings with members of parliament, forming and participating in strategic partnerships and networks, using the media and building the capacity of others to engage in law reform processes.

See also our Indigenous Women's Legal Program for detail of additional law reform work for Aboriginal and Torres Strait Islander women.

in situations where an unlawful killing would otherwise be considered murder.

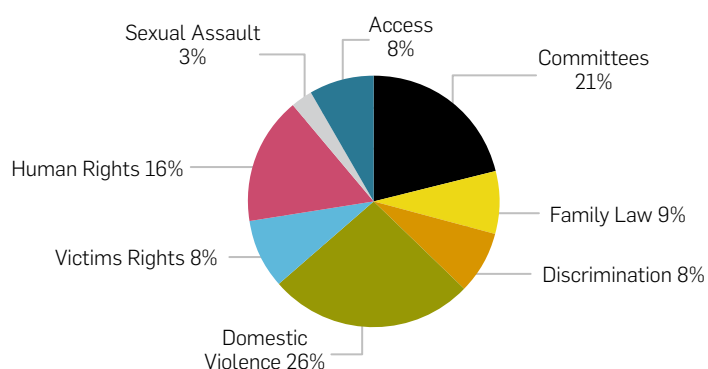
We undertook considerable work engaging with this issue, including research; liaison with academics, the domestic violence sector and wider community sector; meeting with the NSW South Wales Bar Association; and media. Ashurst provided pro bono research assistance with recent case law. We made several submissions and appeared at a hearing.

The research highlights that in intimate partner homicides men mainly kill out of jealousy or in revenge and often successfully use the partial defence of provocation. In contrast, women kill mostly for self-preservation and rather than succeeding on a defence of self-defence more often succeed on the partial defence of provocation.

The gender bias in the law of provocation means that the partial defence of provocation is used to condone violence against women.

We saw significant results from our advocacy work with many of our recommendations being adopted. An

*Law Reform Topics*



**Where reports were published following  
Inquiries, we were quoted or cited on at least  
65 occasions. Over 35 of our recommendations  
were adopted.**

### Some highlights of our advocacy work

#### *Partial defence of provocation*

The NSW Legislative Council Inquiry into the partial defence of provocation was announced shortly after the sentencing judgment in the Singh case – where a man who killed his wife by strangling her and cutting her throat many times with a box cutter was sentenced to six years non-parole. The defence applies



*Executive Officer Helen Campbell after giving  
evidence to the NSW Parliament Inquiry into the  
partial defence of provocation.*



Exposure Draft Bill is expected to be released for public comment.

*See our full submission to the Inquiry at:  
[www.womenslegalnsw.asn.au/  
law-and-policy-reform/recent-work.html](http://www.womenslegalnsw.asn.au/law-and-policy-reform/recent-work.html)*

### *NSW Government domestic and family violence policy*

We have directly engaged in the consultations about the NSW Domestic and Family Violence framework and reforms as well as through the NSW Women's Alliance which consists of a number of peak organisations and state-wide service providers working within the sexual violence and domestic and family violence fields.

We have attended consultations, meetings with representatives from Family and Community Services, Women NSW and Department of Attorney General and Justice and written several submissions.

Key concerns have included:

- grounding the reforms within a human rights framework
- governance structures including the need for strong leadership from government to ensure whole-of-government commitment
- maintaining a gendered analysis of domestic and family violence
- safety risks associated with sharing information without the informed consent of victims of violence
- ensuring victims are directly involved in the decisions that affect their lives and rights, including attending 'safety action meetings'
- supporting victims to be protective parents and holding perpetrators accountable as part of a co-ordinated and integrated response across child protection, domestic violence and family law
- independent monitoring and evaluation
- additional and adequate funding
- adequate victims compensation for victims of violence.

### *Child protection legislative reform*

We undertook considerable research and completed an extensive submission in response to the NSW Government's Child Protection Legislative Reforms



*Law Reform Co-ordinator Liz Snell with University of Wollongong Domestic Violence panel, October 2012.*

Discussion Paper. We also promoted discussion on these issues within the community sector, raised our concerns with the National Children's Commissioner and wrote a short piece in the *Alternative Law Journal*.

While noting the issue of child protection is a complex and serious issue our submission did not support the majority of measures proposed in the Discussion Paper. The measures, in large part, take child protection public policy in a direction that is contrary to international best practice which demonstrates the benefits of serious commitment to early intervention, particularly where mothers have experienced domestic violence; or where trauma, social exclusion and poverty are the causes of child protection concerns.

Legislative timeframes in which to achieve restoration are proposed – within six months for children less than two years and within twelve months for children older than two years – after which permanency planning, including adoption, will be pursued. While permanency planning for Aboriginal and Torres Strait Islander children is said to exclude adoption, the legislative frameworks do not take into account that each family is unique and needs to be considered on a case-by-case basis.

We believe the reforms will disproportionately impact upon Aboriginal and Torres Strait Islander women; victims of domestic violence, particularly in regional, rural and remote areas where access to support





services is limited; women in prison; and women with disabilities. We submit that to increase the focus on adoption as a child protection strategy suggests we have not learnt from the past and are set to repeat mistakes that will necessitate another apology in the future.

We hope the government gives careful consideration to community input before releasing an Exposure Draft Bill.

### *Rights of victims diminished by NSW victims compensation changes*

On 7 May 2013 the Victims Rights and Support Bill 2013 was introduced into the NSW Parliament without notice. The new legislation:

- introduces higher evidentiary requirements, failing to acknowledge the barriers for victims of domestic violence and sexual assault in reporting to police or government agencies
- imposes upper time limits in most cases and removes discretion to grant out of time leave that applies in all the jurisdictions (both in Australia and the UK) analysed in the government commissioned PricewaterhouseCoopers (PWC) review.
- fails to adequately recognise domestic violence through recognition payments
- applies retrospectively despite the PwC review asserting 'it would be unfair to change the goalposts midway'.

Along with many other community legal centres, we advocated for improvements in the 4 areas discussed above. We spoke at a forum about what the changes would likely mean for our clients – most of whom are victims of domestic violence, sexual assault and/or child sexual abuse. We met with politicians to discuss the expected impact on our clients.

We co-ordinated an urgent appeal to the United Nations Special Rapporteur on Violence against Women, supported by more than 30 women's, community, legal and human rights organisations.

We were quoted extensively during parliamentary debate through our comments in our media releases, letter to the Attorney General and opinion piece in *The Drum*.

After considerable advocacy by many, particularly reflecting upon the current Royal Commission into

institutional responses to child sexual abuse, a last minute amendment saw the removal of a time limit for victims of child sexual abuse.

The impact on our clients is discussed further in legal advice and representation.

### *Submissions and hearings*

We made, co-ordinated or contributed to submissions to and about:

- Standing Committee on Social Issues following Roundtable discussion of the draft report to the *Inquiry into domestic violence issues and trends in NSW*
- Senate Standing Committee on Education, Employment and Workplace Relations *Inquiry into Social Security Legislation Amendment (Fair Incentives to Work) Bill*
- Senate Legal and Constitutional Committee *Crimes Legislation Amendment (Slavery, Slave-like Conditions and People Trafficking) Bill 2012*
- Department of Ageing, Disability and Homecare regarding the *Boarding Houses Bill 2012*
- NGO Coalition *International Covenant on Civil and Political Rights List of Issues of Priority*
- NGO CEDAW *Mid-Term Review*
- FaHCSIA in response to the *Homelessness Bill 2012*
- Senate Standing Committee on Legal and Constitutional Affairs in response to the *Inquiry into the Crimes Legislation Amendment (Slavery, Slavery-like Conditions and People Trafficking) Bill 2012*
- FaHCSIA in response to the *Exposure Draft of the Homelessness Bill 2012*
- *Review of the National Partnership Agreement on Legal Assistance Services* concerning the Draft Evaluation Framework Discussion Paper
- Commonwealth Attorney-General's Department about *information sharing in family law*
- NSW Legislative Council *Inquiry into the Partial Defence of Provocation*
- NSW Law Reform Commission in response to Question Paper 1: *People with Cognitive and Mental Health Impairments in the Criminal Justice System and Apprehended Violence Orders*
- Australian Workforce and Productivity Agency in response to *Australia's Skills and Workforce Development Needs Discussion Paper, 2012*



- NSW Attorney General and Justice on the *Statutory Review of the sexual assault consent provisions in the Crimes Act 1900*
- NSW Law Reform Commission's *Sentencing Questions Papers 9 & 11* to the NSW Corrective Services Women's Advisory Council.
- *NSW Court Support Services Review*
- Senate and Legal Constitutional Affairs Committee in response to the *Human Rights and Anti-Discrimination Bill 2012*
- Australian Attorney-General's Department in response to *Draft Fifth Report on Convention Against Torture*
- Consultation Paper on the *Establishment of the Royal Commission into Institutional Responses to Child Sexual Abuse*
- Committee on the Elimination of Discrimination against Women on the General Discussion on *Access to Justice*
- NSW Ombudsman *Inquiry into the Removal of Face Covering for Identification Purposes*
- NSW Department of Premier and Cabinet on *consent to release evidence collected as part of a forensic medical examination (SAIK) – options for reform*
- NSW Legislative Council Inquiry into *Same Sex Marriage Law in NSW*
- Senate Community Affairs References Committee on the *involuntary or coerced sterilisation of people with disabilities in Australia*
- NSW Department of Family and Community Services on *Child Protection Legislative Reform Discussion Paper*
- Senate Environment and Communications References Committee on the *feasibility of a prohibition on charging fees for an unlisted number service*
- Senate Legal and Constitutional Affairs References Committee on the *impact of federal court fee increases since 2010 on access to justice in Australia*
- NSW government regarding the *Crimes (Domestic and Personal Violence) Amendment (Information Sharing) Bill 2013*
- Finance and Public Administration Legislation Committee on *Health Insurance Amendment (Medicare Funding for Certain Types of Abortion) Bill 2013*

- Senate Legal Constitutional Affairs Committee on the *Sex Discrimination Amendment (Sexual Orientation, Gender Identity and Intersex Status) Bill 2013*
- Provided input in response to Part VII Family Law Act redrafting by Helen Rhoades, Grania Sheehan and J Dewar
- Urgent Appeal to the *United Nations Special Rapporteur on Violence against Women* regarding the Victims Rights and Support Bill 2013
- Gave evidence at hearing NSW Legislative Council *Inquiry into the Partial Defence of Provocation*.

### *Consultations, forums and meetings*

We sought to change laws and policies by attending and engaging in formal and informal consultations and meetings. Some of these were:

- meetings with the NSW DV Committee Coalition, domestic violence advocates and the New South Wales Bar Association to discuss the NSW Inquiry into the partial defence of provocation
- consultation with PricewaterhouseCoopers on review of NSW Court Support Services
- WLSA representative for Equality Rights Alliance – met federal parliamentarians to discuss housing, homelessness and domestic violence and domestic violence as a ground for discrimination
- roundtable on the NSW Domestic Violence Justice Strategy
- meeting with the Commissioner for Victims Rights in Adelaide
- participated in the NSW Domestic and Family Violence Framework Consultations
- meeting with Nan Seuffert, Faculty of Law, University of Wollongong to discuss potential partnerships
- represented WLSA on Australian Women Against Violence Alliance (AWAVA) Advisory Group
- participated in the NSW Domestic and Family Violence Framework Consultations
- panel discussion about domestic violence and public interest litigation, University of Wollongong
- participation in the NSW Women's Alliance: sexual violence, family and domestic violence
- video conference meeting with members of the United Nations Human Rights Council and Australian NGOs to discuss Australia's human rights





- NGO Roundtable hosted by Australian Human Rights Commission to discuss the Human Rights and Anti-Discrimination Bill 2012
- consultation hosted by Australian Human Rights Commission and Equality Rights Alliance to discuss gender aspects of the Human Rights and Anti-Discrimination Bill 2012
- panel speaker about violence against women at the Thomson Reuters National Human Rights Conference
- input into the Australian Human Rights Commission's presentation to NGOs in Fiji on the issue of access to justice
- represented WLSA at the National Women's Alliance forum in Canberra
- represented WLSA at the Australian government and NGO Human Rights forum in Canberra
- responded to Australian Institute of Family Studies survey about Independent Children's Lawyers
- led AWAVA delegation to meet with Commonwealth Attorney-General's deputy chief of staff, to discuss including domestic violence as a protected attribute in anti-discrimination laws and vulnerable witness protection in family law proceedings.
- participated in the NGO Police Forum.

### Capacity building

We built the capacity of others to engage in law reform and policy activities by:

- providing expert advice to other organisations regarding issues around provocation and self-defence
- developing with other community legal centres resources to assist organisations and individuals to respond to the changes to the NSW Victims Compensation scheme
- providing expert advice to other organisations about Australia's human rights obligations and including domestic violence as a protected attribute in anti-discrimination laws
- providing expert advice to other organisations and publishing our response to the NSW Child Protection Legislative Reform Discussion Paper.



*Staff join the One Billion Rising campaign to end violence against women.*

### Media and articles

Our main media and published work during the year were:

- Media interview 2SER about provocation
- Media ABC radio – *The World Today* about provocation
- Media interview 2UE about provocation
- Quoted in *The Echonetdaily*, the North Coast's Independent News, about victims compensation
- Short article on the provocation Inquiry in the *Alternative Law Journal*
- Comments to SBS TV Insight prior to their program on provocation
- Alicia Jillard, Janet Loughman & Edwina MacDonald, 'From pilot project to systemic reform: Keeping sexual assault victims' counselling records confidential,' *Alternative Law Journal*, Vol 37:4
- Short article on the proposed NSW Child Protection Legislative Reforms in the *Alternative Law Journal*
- Short article on the Human Rights and Anti-Discrimination Bill and the importance of including domestic violence as a protected attribute in the *Alternative Law Journal*
- Media release – New AVO laws may fail some women victims of domestic violence
- Media comments provided to *The Australian* regarding legal services for culturally and linguistically diverse women in NSW
- Media release: 'Provocation law reform fairer for females'



- Quoted in 'Divorce fee 'too high' for poor,' *The Australian*, 26 April 2013
- Julia Mansour & Liz Snell, 'Rising up to end violence against women – how far have we come in twenty years?' *Human Rights Defender*, Vol 22(1), May 2013
- Quoted in 'DPP should decide if victims charged', *The Australian*, 7 May 2013
- Media interview Radio National about changes to NSW victims compensation scheme
- Quoted in 'NSW compo changes spark UN complaint,' *SMH*, 20 May 2013
- Quoted in 'NSW abuse survivors 'betrayed' amid new bill proposal,' *Global Times* (China), 20 May 2013
- Mari Vagg & Liz Snell, 'A shameful retreat in the battle against domestic violence,' *The Drum Opinion ABC*, 28 May 2013
- Quoted in 'Govt passes bill to cut compo payouts for violence victims,' *The Clarence Valley Daily Examiner*, 30 May 2013
- Quoted in 'Child abuse victims exempted from time limits in new law,' *The Newcastle Herald*, 30 May 2013
- Media release about federal government's response to the Australian and NSW Law Reform Commissions' Family Violence Report.
- Media release about release of NSW Domestic and Family Violence Framework and reforms for public consultation.

### 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
- Aboriginal and Torres Strait Peoples' Rights Working Group
- Care and Protection Network
- Prisoner's Rights Working Group (co-convened by WLS)

- PII Committee (co-convened by WLS).

### 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.

### Interagencies, networks and other external committees

- Apprehended Violence Legal Issues Coordinating Committee (AVLIICC) of NSW Department of Attorney General
- Australian Communication Consumers Action Network
- Australian Women Against Violence (AWAVA) Alliance Advisory Group (as WLSA representative)
- Coordinated Family Dispute Resolution Local Pilot Advisory Committee for UnitingCare Unifam, Parramatta
- Legal Practitioners Consultative Group of Corrective Services NSW
- Women's Advisory Council of Corrective Services NSW
- Equality Rights Alliance Steering Group (as WLSA representative)
- Sexual Assault Communication Privilege Reference Group of Legal Aid NSW
- NSW Legal Assistance Forum Prisoner's Legal Needs Working Group
- NSW Women's Alliance
- Same Sex Domestic Violence Interagency
- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- Sydney West Legal Services Group
- South West Sydney Legal Interagency
- WDVCAAP Advisory Committee of Legal Aid NSW
- Women in Prison Advocacy Network (WIPAN)
- Domestic / Family Violence Death Review Network.



## INDIGENOUS WOMEN'S LEGAL PROGRAM

The Indigenous Women's Legal Program continued to provide services that best meet the needs of Aboriginal and Torres Strait Islander women through a variety of projects over the last year.

Indigenous women were reached through the Indigenous Women's Legal Advice Line, and the many workshops, forums and CLE's we attended or delivered. We also provided casework and representation.

The Aboriginal Women's Consultation Network provided guidance to IWLP and met four times throughout the year.



*Aboriginal Women's Consultation Network members Vicki Dennison and Auntie Elsie Gordon, at the 'Coping with FACS' workshop, May 2013.*



*IWLP staff Kirsty Irving, Kaitlin Kennedy, Joanne Rudd, Gabrielle Craig*

### IWLP Staff:

Donna Hensen	Coordinator (until 29 March 2013)
Shannon Williams	Program Officer (until 7 September 2012)
Ingrid Giles	Solicitor (until 28 September 2012)
Joanne Rudd	Community Access Officer (from 29 April 2013)
Kaitlin Kennedy	Program Officer (from 8 May 2013)
Kirsty Irving	Solicitor (from 27 February 2013)
Gabrielle Craig	Senior Solicitor, Family Law Project (from 1 May 2013)





IWLP staff Joanne Rudd, Donna Hensen and Lisa Williams.

## Law Reform

The Indigenous Women's Legal Program contributed to the following law reform issues:

- NSW domestic and family violence reforms consultations
- Submission to Australian Workforce and Productivity Agency in response to *Australia's Skills and Workforce Development Needs Discussion Paper, 2012*
- Submission to the UN Committee on the Elimination of Discrimination against Women (CEDAW) on the *General Discussion on Access to Justice*
- Submission to the Senate Environment and Communications References Committee on *the feasibility of a prohibition on charging fees for an unlisted number service*
- Submission to the Senate Legal and Constitutional Affairs References Committee on *the impact of federal court fee increases since 2010 on access to justice in Australia*
- Response to the NSW Government's *Child Protection Legislative Reforms Discussion Paper*

- NGO CEDAW Mid-review Submission
- NGO Coalition International Covenant on Civil and Political Rights List of Issues of Priority Submission
- Submission in Response to the Consultation Paper on the *Establishment of the Royal Commission into Institutional Responses to Child Sexual Abuse*
- Consultation about Information-sharing protocols in domestic violence with NSW Department of Attorney General.

## Boards and Committees:

- National Aboriginal and Torres Strait Islander Women's Legal Network (NATSIWLS) convened by IWLP Coordinator/WLS
- Aboriginal Advisory Group for CLCNSW (convened by IWLP Coordinator/WLS)
- Community Legal Centres NSW Board
- Indigenous Rights Working Group
- National Association of Community Legal Centres Board.



*Celebrating NAIDOC week, 2013.*

### **IWLP Rural Trips**

In May and June the IWLP team travelled to Cowra, Young, Cootamundra, Wellington, Nyngan, Bourke and Brewarrina to meet with local communities, provide community legal education and legal advice to Aboriginal women.

### **Aboriginal care matters project**

In consultation with Aboriginal women, a booklet was produced, called *10 things you need to know when DoCS/FaCS removes your child*.

The booklet presents legal information in plain English with plenty of illustrated and visual formatting for accessibility to women with low levels of literacy.

It also contains a diary component which encourages women to keep the concepts in mind and to record their contacts with welfare authorities. This form of assistance with writing down plans and undertakings made with caseworkers aims to support mothers who are trying to demonstrate that they have made changes to their life circumstances or participated in activities to improve parenting skills. This can be used to support cases for restoration or contact with children.



*Participants at the "Coping with FACS" workshop 10 May 2013.*





The booklet was the focus of workshops and a launch at Bicentennial Park in western Sydney. Our solicitors provided an interactive workshop about care and protection law including a case study and a quiz for participants to do in small groups.

The same workshop was presented to women in Bourke and Brewarrina where the majority of participants were grandmother or other relatives who expressed concerns about the lack of support for young mothers.

The booklet was printed and distributed as a resource widely throughout NSW.



*This project was funded by the Australian Government FAHCSIA Indigenous Co-ordination Centre Sydney office.*

## The Aboriginal family law project

With additional, but one-off, federal funding, we have been able to extend the work we do in family law for Aboriginal women. After many community engagement meetings we linked in with two community based outreaches in Mt Druitt and Cranebrook offering Indigenous women within the Penrith, Mt Druitt and surrounding areas a safe, comfortable place to access our services and to obtain legal information and legal advice regarding family law.

## Human rights and advocacy project

During March Donna Hensen, Joanne Rudd and Kirsty Irving returned to Bourke and Brewarrina to showcase the completed Human Rights and Advocacy DVD. We were able to show the women who participated in the project the final DVD of their voices expressing their concerns about human rights issues in their communities.



*"The future is bleak without an education as you can't get a license or a job."  
Indigenous young people, Western NSW.*

## Promotion of our services and community engagement

- Aboriginal Medical Service Mt Druitt
- Butucarbin Aboriginal Corporation Hebersham
- Marrin Weejali Blackett
- Doonside Neighbourhood Cottage
- Junaya Family Development Service: Blacktown
- Ngallu Wal Aboriginal Child and Family Centre, Blacktown.

## Community events

- Yabun 2013
- Allowah Day
- Penrith Law Week
- Reconciliation Week – Koolyangarra Aboriginal Family Centre Cranebrook
- NAIDOC Week Event – Riverstone Neighbourhood Centre.



*Julia Mansour and Donna Hensen, Yabun Festival, January 2013*

## 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 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)



### **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.)

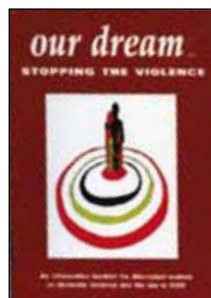


### **Our Silence is Abusing our Kids**

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

Unique and innovative stories about Aboriginal women working locally to stop child sexual

assault. Jointly produced by Dymrna 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.



### **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.



### **Partnerships, Prevention and Rural Action III (Burrendong 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

Burrendong, Wellington.



## Brochures and Cards



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

**Cost: Free**

This is an information pamphlet with Advice Line contact numbers for Women's Legal Services NSW.



### **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.



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

**Cost: Free**



### **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.



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

**Cost: Free**

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



### **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.



### **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.



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

**Cost: Free**

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



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

**Cost: Free**

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

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



## TREASURER'S REPORT



I am pleased to present the 2012-2013 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 – \$851,635
- Outreach Program – \$195,015
- Indigenous Women's Legal Program – \$298,784
- Domestic Violence Legal Service – \$445,807
- One off funding from:
  - Legal Aid Commission of NSW 'Indigenous Family Law' – \$60,174
  - Legal Aid Commission of NSW "Rural & Regional Training: Sexual Assault Communication Privilege" – \$37,764
  - FAHCSIA Indigenous Co-ordination Centre "Aboriginal Care Matters" – \$75,000
  - Attorney General's Department, "Human Rights and Advocacy – Women in Bourke, Brewarrina and Walgett" \$13,276
  - Attorney General's Department " Domestic Violence Back up Service – Ask Lois" \$61,155.

With an overall revenue of \$2,187,428 and total expenditure of \$2,187,757 there is a loss of \$329 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, Legal Aid NSW, the Jessie Street Trust, Amnesty International and the NSW Law and Justice Foundation, and to extend our appreciation to the program officers who have worked with us during the year.

I would like to acknowledge the Board's appreciation of the contribution of our staff during the last 12 months. Their professionalism and skill have been essential to effective Board management and to the strategic planning of the development of our services.

**Belinda Louis**  
**Treasurer**





## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

# DIRECTORS' REPORT

Your directors present their report together with the financial report of Women's Legal Resources Limited ('the entity') for the financial year ended 30 June 2013.

### Directors

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

Denele Crozier – Chairperson  
Belinda Louis – Treasurer  
Anusha Duray  
Louise Goodchild  
Anna Hartree (from November 2012)  
Felicity Lee (from November 2012)  
Lynda Maitland (from November 2012)  
Elizabeth Simpson  
Sara Blazey (until November 2012)  
Sue Knox Davis (until November 2012)  
Emily Winborne (until November 2012)

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 \$329 (2012: \$3,182).

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

	2013 \$	2012 \$
Operating profit/(loss) for the year	(329)	(3,182)
Income	2,187,428	2,138,941
Expenditure	2,187,757	2,142,123

### 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.



## **WOMEN'S LEGAL RESOURCES LIMITED**

ABN 88 002 387 699

### **Events Subsequent to Reporting Date**

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

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

In the opinion of the Directors there were no significant changes in the state of affairs of the entity that occurred during the year.

### **Likely 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 Regulations**

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**

The entity's Constitution prohibits the payment of dividends to the members of the entity. The entity is limited by guarantee and does not issue shares or options to purchase shares.

### **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 \$1,549. 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.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Information on Directors

#### **Denele Crozier**

Qualifications

#### **Director – Chairperson**

RPN, Dip. Acc, Dip. Business

Experience

28 years working in the NGO sector.

2001–2012 Executive Officer, Women's Health NSW Peak for community women's health centres. 1993–2001 Administrator, Redfern Legal Centre, 1982–1992 Health Worker, Liverpool Women's Health Centre and Women's Health Information Resource and Crisis Centres Association.

Currently involved in range of management and advisory committees including FGM Advisory Committee, NSW Health NGO Advisory Committee, Treasurer at Council of Social Service NSW (NCOSS) and the Australian Women's Health Network.

#### **Belinda Louis**

Qualifications

#### **Director – Treasurer**

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.

#### **Anusha Duray**

Qualifications

#### **Director**

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

Experience

More than 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. Workshop Facilitator for Indigenous Business Australia. Experienced board member. Member of the Australian College of Educators. Current member of the Aboriginal Women's Consultation Network. Film Producer.

#### **Louise Goodchild**

Qualifications

#### **Director**

BA/LLB MA

Admitted to practice as a solicitor in 1992, called to the NSW Bar 2005.

Part time Judicial Member Administrative Decisions Tribunal 2010–2013.

Experience

Barrister eight years experience, prior experience over eighteen years

including: Law lecturer at University of Western Sydney and University of Technology.

Principal Solicitor and Project Co-ordinator National Youth and Children's Law Centre, Legal Aid, Aboriginal Legal Service, Cape York Land Council. Solicitor in private practice.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### **Anna Hartree**

Qualifications

#### **Director**

B Social Science (Welfare Studies), University of Newcastle  
Masters in Management (Community), UTS

Experience

Over 25 years working in NGO sector including 9 years in rural NSW and a total of 12 years in Community Legal Centres (Hunter Community Legal Centre and Kingsford Legal Centre). While working for the CLCs, was an active member of several CLCNSW networks including Sector Development and the CLE Network. Has been a member of many community management committees and boards, in a range of positions including Chairperson, Treasurer and Secretary.

Currently employed as Community Information and Centre Coordinator at the Junction Neighbourhood Centre. In partnership with the NSW Tenants Union, co-facilitate the Community Education workshops for CLCNSW.

### **Felicity Lee**

Qualifications

#### **Director**

LLB, B Commerce – University of New South Wales  
LLM (in progress) – University of Melbourne  
Admitted as a solicitor of the Supreme Court of NSW in 2013

Experience

Lawyer at the Australian Competition and Consumer Commission; Guardian ad Litem at the NSW Department of Attorney-General and Justice; Volunteer at Women's Legal Services NSW, Wirringa Baiya Aboriginal Women's Legal Centre and Kingsford Legal Centre.

### **Lynda Maitland**

Qualifications

#### **Director**

Bachelor of Business (Economics and Finance), RMIT  
Master of Law and Legal Practice (Honours), majoring in Family Law, UTS

Experience

12 years in Banking, Financial Markets  
Admitted as a solicitor in 2006, worked at ASIC  
Since 2007 worked solely in family law, at Legal Aid NSW family litigation, child support service and Early Intervention Unit. Also spent time working at Law Access NSW and in family law Private Practice.

### **Elizabeth Simpson**

Qualifications

#### **Director**

BA (Hons)/Arts – University of Queensland  
Msc (Dist) – London School of Economics  
Admitted as a solicitor of the Supreme Court of Queensland in 2001. Practised in NSW since 2008

Experience

Over 10 years experience as a solicitor. Currently Manager / Principal Solicitor – MOSAIC Project at the Public Interest Law Clearing House. Previous roles included senior solicitor at the Public Interest Advocacy Centre, NSW Co-convenor of Australian Lawyers for Human Rights, committee member of the NSW Council for Civil Liberties, solicitor in the UK Government and at Ashurst Australia.





## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Meetings of Directors

During the financial year, 4 meetings of the Board of Directors were held. Attendances by each of the director were as follows:

	Board of Directors' Meetings	
	Number eligible to attend	Number attended
Sara Blazey	2	2
Denele Crozier	4	3
Sue Knox Davis	2	2
Anusha Duray	4	2
Anna Hartree	2	1
Belinda Louis	4	4
Louise Goodchild	4	1
Felicity Lee	2	2
Lynda Maitland	2	2
Elizabeth Simpson	2	1
Emily Winborne	2	0

### Auditor's Independence Declaration

The auditor's independence declaration is set out on page 36 and forms part of the Director's Report for the financial year ended 30 June 2013.

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

Director

Director

Dated this 11th of October 2013  
Sydney, NSW



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Vanessa Patricio  
Principal

Level 26  
44 Market Street  
Sydney NSW 2000

Telephone (02) 9089 8640  
Facsimile (02) 9089 8989  
Email [vanessa@mosaicac.com.au](mailto:vanessa@mosaicac.com.au)

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 2013 there has 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.

MOSAIC AUDIT & CONSULTING  
CHARTERED ACCOUNTANTS

VANESSA PATRICIO

PRINCIPAL

Registered Company Auditor # 333315

DATED THIS 11TH DAY OF OCTOBER 2013  
SYDNEY, NSW



*Liability limited by a scheme approved under Professional Standards Legislation*





## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
<b>Revenue</b>	2	<b>2,187,428</b>	<b>2,138,941</b>
Service expenses		338,135	401,400
Occupancy expenses		84,208	81,822
Administration expenses		132,153	178,273
Employment & contract expenses		1,622,110	1,473,815
Financing expenses		396	396
Depreciation Expenses		10,755	6,417
<b>Total Expenses</b>		<b>2,187,757</b>	<b>2,142,123</b>
Profit / (Loss) before income tax expense	9	(329)	(3,182)
Income tax expense	1(b)	-	-
Profit/(loss) after income tax	9	(329)	(3,182)
Retained profits at the beginning of the financial year		33,584	36,766
<b>Retained profits at the end of the financial year</b>		<b>33,255</b>	<b>33,584</b>

The accompanying notes form part of these financial statements



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2013

	Note	2013 \$	2012 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	3	1,339,515	1,202,302
Trade and other receivables	4	65,658	46,854
<b>TOTAL CURRENT ASSETS</b>		<u>1,405,173</u>	<u>1,249,156</u>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	5	<u>695,347</u>	<u>643,896</u>
<b>TOTAL NON-CURRENT ASSETS</b>		<u>695,347</u>	<u>643,896</u>
<b>TOTAL ASSETS</b>		<u><b>2,100,520</b></u>	<u><b>1,893,052</b></u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	6	1,570,700	1,334,464
Short-term provisions	7	330,593	353,795
<b>TOTAL CURRENT LIABILITIES</b>		<u>1,901,293</u>	<u>1,688,259</u>
<b>NON-CURRENT LIABILITIES</b>			
Borrowings	8	4	4
Long-term provisions	7	<u>20,544</u>	<u>25,781</u>
		<u>20,548</u>	<u>25,785</u>
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>20,548</u>	<u>25,785</u>
<b>TOTAL LIABILITIES</b>		<u><b>1,921,841</b></u>	<u><b>1,714,044</b></u>
<b>NET ASSETS</b>		<u><b>178,679</b></u>	<u><b>179,008</b></u>
<b>EQUITY</b>			
Reserves	9	145,424	145,424
Retained Profits		<u>33,255</u>	<u>33,584</u>
<b>TOTAL EQUITY</b>		<u><b>178,679</b></u>	<u><b>179,008</b></u>

The accompanying notes form part of these financial statements





## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2013

	Note	Retained Earnings	Special Reserve	Total
		\$	\$	\$
<b>Balance at 1 July 2011</b>		36,766	145,424	182,190
Loss attributable to entity for the year		(3,182)	-	(3,182)
<b>Balance at 30 June 2012</b>		33,584	145,424	179,008
Loss attributable to entity for the year		(329)	-	(329)
<b>Balance at 30 June 2013</b>		33,255	145,424	178,679

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2013

	Note	2013 \$	2012 \$
<b>Cash Flows from Operating Activities</b>			
Cash receipts from grants		1,990,845	1,924,145
Other cash receipts		117,658	122,220
Interest received		60,121	68,858
Cash paid to suppliers and employees		(1,969,204)	(1,913,396)
<b>Net cash from operating activities</b>	<b>10(b)</b>	<b>199,420</b>	<b>201,827</b>
<b>Cash Flows from Investing Activities</b>			
Acquisition of property, plant and equipment		(62,206)	(9,059)
Payment of borrowings		-	2
<b>Net cash used in investing activities</b>		<b>(62,206)</b>	<b>(9,057)</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		137,214	192,770
Cash and cash equivalents at 1 July		1,202,302	1,009,532
<b>Cash and cash equivalents at 30 June 2013</b>	<b>10(a)</b>	<b>1,339,516</b>	<b>1,202,302</b>

The accompanying notes form part of these financial statements

## **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2013**

The financial report is for Women's Legal Resources Limited as an individual not-for-profit entity, incorporated and domiciled in Australia. Women's Legal Resources Limited is a company limited by guarantee.

### **NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

#### **Basis of Preparation**

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards adopted by the Australian Accounting Standards Board (AASB) and the *Corporations Act 2001*. The company is not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

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, except for the cash flow information, 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. The amounts presented in the financial statements have been rounded to the nearest dollar.

#### **Accounting Policies**

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

The statement of financial position of Women's Legal Resources Limited incorporates the assets and liabilities of the Women's Legal Resources Centre, Indigenous Women's Legal Program, Outreach Program, Domestic Violence Legal Service.

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

No income tax is payable by the entity for the financial year and subsequent years due to the ATO endorsement as an income tax exempt charity. The entity has income tax exempt status under subsection 50-145 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**

Property, plant and equipment, 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.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

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

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

Class of Fixed Asset	Depreciation Rate
Buildings	–
Plant and equipment	10% – 25%

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.

#### (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 in the statement of financial position comprise cash at bank and in hand and short-term deposits with an original maturity of twelve months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents defined above, net of outstanding bank overdrafts. Bank overdrafts are included within interest-bearing loans and borrowings in current liabilities on the statement of financial position.



## **WOMEN'S LEGAL RESOURCES LIMITED**

ABN 88 002 387 699

### **NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)**

#### **(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.

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. The net amount of GST recoverable from or payable to, the ATO is included as a current asset or liability in the statement of financial position.

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.

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





## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

#### (l) Critical Accounting Estimates and Judgments

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

It has not been necessary for the Directors to make any key estimates or judgements in the report.

#### (m) Economic Dependence

Women's Legal Resources Limited is dependent on Legal Aid NSW for the majority of its revenue used to operate the business. At the date of this report the Board of Directors has no reason to believe the Legal Aid NSW will not continue to support Women's Legal Resources Limited.

#### (n) New Standards and Interpretations Not Yet Adopted

A number of new standards, amendments to standards and interpretations are effective for annual reporting periods beginning after 1 July 2012, and have not been applied in preparing these financial statements. Those which may be relevant to the entity are set out below.

The following standards are mandatory for annual reporting periods beginning on or after 1 July 2013, with early adoption permissible.

- AASB 1053: *Application of Tiers of Australian Accounting Standards*; and
- AASB 2010-2 *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements*.

As a not-for-profit entity, the entity will be eligible to apply the Tier 2 reporting requirements that are provided in these standards. If the entity should decide to do so, this will reduce some disclosure in the notes to the financial statements but will not affect the statements of financial position or comprehensive income.

##### *AASB 13 Fair Value Measurement (2011)*

AASB 13 provides a single source of guidance on how fair value is measured, and replaces the fair value measurement guidance that is currently dispersed throughout Australian Accounting Standards. Subject to limited exceptions, AASB 13 is applied when fair value measurements or disclosures are required or permitted by other AASB's. AASB 13 is effective for annual periods beginning on or after 1 January 2013 with early adoption permitted. The entity has not adopted this standard early.

##### *AASB 119 Employee Benefits (2011)*

AASB 119 changes the definition of short-term and other long-term employee benefits to clarify the distinction between the two. AASB 119 is effective for annual periods beginning on or after 1 January 2013 with early adoption permitted. The entity has not adopted this standard early.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 2 – REVENUE

	2013 \$	2012 \$
<b>Operating activities</b>		
Grants		
- Legal Aid Commission (Commonwealth)	1,015,149	991,394
- Legal Aid Commission (C'th & State) – Prior Year	101,110	12,453
- Legal Aid Commission (Commonwealth) – One off	120,348	-
- Legal Aid Commission (State)	776,091	751,721
- Less: Uncommitted / unspent funds	(229,785)	(84,469)
- Sundry Grants	207,932	253,046
	<u>1,990,845</u>	<u>1,924,145</u>
Other income		
- Interest received	60,121	68,858
- Donations	5,000	-
- Fees and contributions	58,861	62,040
- Costs recovered and retained	17,790	30,832
- Rental income	54,100	49,900
- Sales of publications and merchandise	711	3,166
Total other income	<u>196,583</u>	<u>214,796</u>
	<b><u>2,187,428</u></b>	<b><u>2,138,941</u></b>

### NOTE 3 – CASH AND CASH EQUIVALENTS

	2013 \$	2012 \$
<b>Current</b>		
Cash at bank	10,284	1,415
Cash on deposit	1,328,731	1,200,387
Cash on hand	500	500
	<u>1,339,515</u>	<u>1,202,302</u>

### NOTE 4 – TRADE AND OTHER RECEIVABLES

	2013 \$	2012 \$
<b>Current</b>		
Trade receivables	50,592	33,161
Deposits / Bonds	30	30
Prepayments	15,036	13,663
	<u>65,658</u>	<u>46,854</u>

### NOTE 5 – PROPERTY, PLANT AND EQUIPMENT

	2013	2012
Building – at cost	623,564	623,564
Plant & equipment – at cost	167,926	105,720
Less accumulated depreciation	(96,143)	(85,388)
	<u>695,347</u>	<u>643,896</u>



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 5 – PROPERTY, PLANT AND EQUIPMENT (continued)

#### 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

	Property, Plant and Equipment	Total
<b>2012</b>		
Balance at the beginning of year	641,254	641,254
Additions	9,059	9,059
Disposals	-	-
Depreciation Expense	(6,417)	(6,417)
Carrying amount at the end of year	643,896	643,896
<b>2013</b>		
Balance at the beginning of year	643,896	643,896
Additions at cost	62,206	62,206
Disposals	-	-
Depreciation Expense	(10,755)	(10,755)
Carrying amount at the end of year	695,347	695,347

### NOTE 6 – TRADE & OTHER PAYABLES

	2013 \$	2012 \$
<b>Current</b>		
Trade payables	137,684	176,372
Uncommitted/ Unspent Funds	476,267	263,244
Payroll liabilities	74,823	62,746
GST Payable	45,731	40,481
Employee benefits	836,195	791,621
	1,570,700	1,334,464

### NOTE 7 – PROVISIONS

	2013 \$	2012 \$
<b>Current</b>		
Provision for long service leave	74,264	83,283
Provision for locum fees	50,230	50,230
Provision for AWCN Consultation	34,476	34,476
Provision for printing and publications	11,451	11,451
Provision for staff development	65,108	78,352
Provision for re-establishment	6,452	5,855
Provision for equipment replacement	54,460	55,996
Provision for Directors' planning meetings	24,152	24,152
Provision for legal expenses	10,000	10,000
	330,593	353,795
<b>Non-Current</b>		
Provision for long service leave	20,544	25,781
	20,544	25,781



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 7 – PROVISIONS (continued)

#### 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

	2013	2012
Non-Current	\$	\$
National Australia Bank	4	4
	<u>4</u>	<u>4</u>

### NOTE 9 – RESERVES

Special Reserve		
	<u>145,424</u>	<u>145,424</u>

### NOTE 10 – CASH FLOW INFORMATION

#### (a) Reconciliation of Cash

	2013	2012
	\$	\$
Cash at bank	10,284	1,415
Cash on deposit	1,328,732	1,200,387
Cash on hand	500	500
	<u>1,339,516</u>	<u>1,202,302</u>

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

	2013	2012
	\$	\$
Profit (loss) from ordinary activities after income tax	(329)	(3,182)
Non cash flows		
Depreciation	10,755	6,417
Changes in assets and liabilities		
(Increase) / Decrease in prepayments	(1,373)	(2,589)
(Increase) / Decrease in receivables	(17,431)	(21,129)
Increase / (Decrease) in provisions	(28,439)	8,122
Increase / (Decrease) in payables	236,237	214,188
Net cash provided by (used in) operating activities	<u>199,420</u>	<u>201,827</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.





## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### 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 2013.

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 2013, balance of long-term borrowings is \$4.

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 2013.

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 a Standard & Poor's rating of at least AA- 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 2013 and 30 June 2012 do not include any counterparties with external credit ratings.

Price risk

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



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 11 – FINANCIAL RISK MANAGEMENT (continued)

#### 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.

	Weighted Average Effective Interest Rate		Floating Interest Rate		Fixed Interest Rate Maturing		Non-interest Bearing		Total	
	2013 %	2012 %	2013 \$	2012 \$	2013 \$	2012 \$	2013 \$	2012 \$	2013 \$	2012 \$
<b>Financial assets</b>										
Cash on hand	0.00	0.00	-	-	-	-	500	500	500	500
Cash at bank	0.00	0.00	10,284	1,417	-	-	-	-	10,284	1,417
Cash on deposit	2.35	4.00	1,328,732	1,200,387	-	-	-	-	1,328,732	1,200,387
Trade and other receivables			-	-	-	-	65,658	46,854	65,658	46,854
<b>Total financial assets</b>			1,339,016	1,201,804	-	-	66,158	47,354	1,405,174	1,249,158
<b>Financial liabilities</b>										
Trade and other payables			-	-	-	-	137,684	176,372	137,684	176,372
<b>Total financial liabilities</b>			-	-	-	-	137,684	176,372	137,684	176,372

Trade payables are expected to be paid as follows:

	2013 \$	2012 \$
<b>Trade Payables</b>		
Less than 6 months	135,440	154,886
6 months to 1 year	2,244	21,486
<b>Total Trade Payables</b>	137,684	176,372

#### 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.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 11 – FINANCIAL RISK MANAGEMENT (continued)

#### 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 2013, 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:

	2013 \$	2012 \$
<b>Change in profit</b>		
- Increase in interest rate by 2%	26,575	24,046
- Decrease in interest rate by 2%	(26,575)	(24,046)
<b>Change in equity</b>		
- Increase in interest rate by 2%	26,575	24,046
- Decrease in interest rate by 2%	(26,575)	(24,046)

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 2013 the number of members was 61.

### NOTE 13 – AUDITORS' REMUNERATION

	2013 \$	2012 \$
Remuneration of the auditor for:		
- Audit and review of the financial report	7,500	6,330
- Audit and review of the financial acquittal	600	-
- other services	1,000	6,330
	<u>9,100</u>	<u>12,660</u>



## **WOMEN'S LEGAL RESOURCES LIMITED**

ABN 88 002 387 699

### **NOTE 14 – RELATED PARTIES**

(a) Directors' 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.

(b) Key Management Personnel

The names and positions of those having authority for planning, directing and controlling of the entities activities, directly or indirectly (other than Directors), are:  
Helen Campbell, Executive Officer.

### **NOTE 15 – ENTITY DETAILS**

The entity was incorporated on 13 October 1982

The registered office of the entity is:

Level 26, 44 Market Street

Sydney NSW 2000





## 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 37 to 50, are in accordance with the *Corporations Act 2001*:
  - a. comply with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Regulations 2001*; and
  - b. give a true and fair view of the financial position as at 30 June 2013 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 11th day of October 2013  
Sydney, NSW



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Vanessa Patricio  
Principal

Level 26  
44 Market Street  
Sydney NSW 2000

Telephone (02) 9089 8640  
Facsimile (02) 9089 8989  
Email [vanessa@mosaicac.com.au](mailto:vanessa@mosaicac.com.au)

### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED A.B.N. 88 002 387 699

#### Report on the Financial Report

We have audited the accompanying financial report of Women's Legal Resources Limited, which comprises the statement of financial position as at 30 June 2013 and the statement of comprehensive income, statement of changes in equity 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 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 judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company'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 Company'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 applicable independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the Directors of the Women's Legal Resources Limited, would be in the same terms if given to the Directors as at the time of the auditor's report.



NUMBER ONE IN NUMBERS

Liability limited by a scheme approved under Professional Standards Legislation





## **WOMEN'S LEGAL RESOURCES LIMITED**

ABN 88 002 387 699

### **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED A.B.N. 88 002 387 699**

#### **Auditor's Opinion**

In our opinion the financial report of the Women's Legal Resources Limited is in accordance with the *Corporations Act 2001*, including:

- (a) Giving a true and fair view of the Company's financial position as at 30 June 2013 and of its performance for the year ended on that date; and
- (b) Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

#### **MOSAIC AUDIT & CONSULTING CHARTERED ACCOUNTANTS**

**VANESSA PATRICIO**

**PRINCIPAL**

**Registered Company Auditor # 333315**

**DATED THIS 11TH DAY OF OCTOBER 2013  
SYDNEY, NSW**



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Women's Legal Resources Limited

#### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Rental Income	54,100	49,900
Interest	7,151	7,152
Other Income	449	1,000
Costs Recovered and Retained	9,900	18,822
<b>TOTAL INCOME</b>	<b>71,600</b>	<b>76,874</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries & Wages	22,594	-
Superannuation	1,849	-
Workers' Compensation Insurance	216	-
	24,659	-
Service Expenses		
Directors' Meetings	685	1,087
Service Promotion & Consultancy Expenses	10,974	25,628
	11,659	26,715
Other Operating Expenses		
Audit & Accountancy Fees	1,000	1,500
Legal & Filing Fees	323	299
Depreciation Expenses	10,755	6,417
Equipment / Asset Replacements	4,500	12,258
Printing & Publications	8,232	6,398
Bank Fees & Interest Expenses	395	396
Property Insurance	507	1,271
Property Repairs & Maintenance	3,105	3,148
Rates & Levies	6,794	6,772
	35,611	38,459
<b>TOTAL EXPENSES</b>	<b>71,929</b>	<b>65,174</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>(329)</b>	<b>11,700</b>





## 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 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Grants		
Legal Aid Commission - Commonwealth	463,676	452,825
Legal Aid Commission - State	330,284	319,912
Legal Aid Commission - FRC	57,675	56,326
Legal Aid Commission - Prior Year	34,293	12,453
Sundry Grants - ACM / HRC / DVB / SACP	207,932	253,046
Less: Unspent Funds	(81,579)	(17,652)
<b>Sub Total</b>	<b>1,012,281</b>	<b>1,076,910</b>
Interest Received	20,229	23,997
Fees and Contributions Received	52,677	55,406
Cost Recovered and Retained	7,392	5,697
Donation	5,000	-
Sale of Books and Publications	711	3,166
<b>Sub Total</b>	<b>86,009</b>	<b>88,266</b>
<b>TOTAL INCOME</b>	<b>1,098,290</b>	<b>1,165,176</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries & Wages	712,555	721,335
Superannuation	58,867	60,622
Workers' Compensation Insurance	5,817	5,471
Conferences, Training and Development	11,065	10,604
Staff Recruitment	-	505
	788,304	798,537
Service Expenses		
Client Disbursements	1,678	2,533
Committee Expenses	975	1,169
Communication (Telephone & Internet)	8,202	9,185
Community Education & Travel	14,275	15,890
Service Promotion & Other Expenses	10,991	11,669
Sundry Grants	197,549	253,618
	233,670	294,064
Other Operating Expenses		
Audit & Accountancy Fees	4,500	5,000
Bank Charges	326	323
Computer Running Costs	6,002	8,638
Equipment Repairs and Maintenance	2,979	8,237
Insurance	5,536	5,425
Library Resources & Subscriptions	10,364	12,375
Office Amenities	3,357	2,422
Office Maintenance	6,989	7,384
Postage & Freight	3,627	2,348
Printing & Stationery	8,771	13,449
Rent & Accommodation	20,000	20,000
Utilities	3,865	3,260
	76,316	88,861
<b>TOTAL EXPENSES</b>	<b>1,098,290</b>	<b>1,181,462</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>-</b>	<b>(16,286)</b>



## 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 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Grants		
Legal Aid Commission	298,784	291,793
One Off - Indigenous Family Law	120,348	-
Less: Unspent Funds	(87,850)	(31,014)
Legal Aid Commission - Prior Year	31,014	-
<b>Sub Total</b>	<b>362,296</b>	<b>260,779</b>
Interest Received	11,699	13,712
Cost Recovered and Retained	400	6,247
<b>Sub Total</b>	<b>12,099</b>	<b>19,959</b>
<b>TOTAL INCOME</b>	<b>374,395</b>	<b>280,738</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries and Wages	250,284	157,508
Superannuation	19,722	12,412
Workers' Compensation Insurance	1,464	1,152
Staff Conferences, Training and Development	4,353	4,829
Staff Recruitment	1,327	180
	277,150	176,081
Service Expenses		
Client Disbursements	2,552	1,677
Committee Expenses	306	146
Communication (Telephone & Internet)	3,747	4,037
Community Education & Travel	13,663	10,591
AWCN Expenses	13,001	7,963
Management Fees	25,000	25,000
Service Promotion & Other Expenses	4,192	14,249
	62,461	63,663
Other Operating Expenses		
Audit & Accountancy Fees	2,000	2,000
Bank Charges	189	138
Computer Running Costs	3,687	3,953
Equipment Repairs and Maintenance	345	3,620
Insurance	2,686	2,731
Library, Resources & Subscriptions	3,105	4,140
Office Amenities	898	1,335
Office Maintenance	3,959	2,726
Postage & Freight	1,375	1,516
Printing & Stationery	4,534	6,247
Rent & Accommodation	10,400	10,400
Utilities	1,606	1,449
	34,784	40,255
<b>TOTAL EXPENSES</b>	<b>374,395</b>	<b>279,999</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>-</b>	<b>739</b>



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Outreach Program

#### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Grants		
Legal Aid Commission	195,015	190,452
Legal Aid Commission - Prior Year	2,527	-
Less: Unspent Funds	(17,484)	(2,527)
<b>Sub Total</b>	<b>180,058</b>	<b>187,925</b>
Interest Received	6,012	6,856
Cost Recovered and Retained	98	-
<b>Sub Total</b>	<b>6,110</b>	<b>6,856</b>
<b>TOTAL INCOME</b>	<b>186,168</b>	<b>194,781</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries and Wages	129,726	137,478
Superannuation	10,886	11,152
Workers' Compensation Insurance	1,181	1,006
Conferences, Training and Development	3,334	3,335
Staff Recruitment	-	90
	145,127	153,061
Service Expenses		
Client Disbursements	761	897
Committee Expenses	153	48
Communication (Telephone & Internet)	1,795	1,862
Community Education & Travel	1,876	3,876
Management Fees	11,000	11,000
Service Promotion & Other Expenses	1,856	1,554
	17,441	19,237
Other Operating Expenses		
Audit & Accountancy fees	1,500	1,500
Bank Charges	111	96
Computer Running Costs	3,698	1,947
Equipment Repairs and Maintenance	1,385	1,945
Insurance	1,343	1,483
Library, Resources & Subscriptions	2,114	2,944
Office Amenities	452	659
Office Maintenance	1,354	1,240
Postage & Freight	988	630
Printing & Stationery	3,352	2,560
Rent & Accommodation	6,500	6,500
Utilities	803	724
	23,600	22,228
<b>TOTAL EXPENSES</b>	<b>186,168</b>	<b>194,526</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>-</b>	<b>255</b>



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Domestic Violence Legal Service

#### STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2013

	2013 \$	2012 \$
<b>INCOME</b>		
Grants		
Legal Aid Commission - State	445,807	431,808
Legal Aid Commission - Prior Year	33,276	-
Less: Unspent Funds	(42,872)	(33,276)
<b>Sub Total</b>	<b>436,211</b>	<b>398,532</b>
Interest Received	15,030	17,140
Cost Recovered and Retained	-	67
<b>Sub Total</b>	<b>15,030</b>	<b>17,207</b>
<b>TOTAL INCOME</b>	<b>451,241</b>	<b>415,739</b>
<b>EXPENDITURE</b>		
Employee Related Expenses		
Salaries and Wages	350,958	311,276
Superannuation	27,507	26,085
Workers' Compensation Insurance	2,345	2,298
Staff Conferences, Training and Development	6,062	6,251
Staff Recruitment	-	225
	386,872	346,135
Service Expenses		
Client Disbursements	1,192	1,972
Committee Expenses	383	178
Communication (Telephone & Internet)	4,347	5,159
Community Education & Travel	8,354	7,587
Service Promotion and Other Expenses	4,553	3,908
	18,829	18,804
Other Operating Expenses		
Audit & Accountancy fees	2,500	3,000
Bank Charges	232	238
Computer Running Costs	5,395	4,713
Equipment Repairs and Maintenance	431	4,615
Insurance	3,357	3,350
Library, Resources & Subscriptions	4,791	6,420
Office Amenities	1,320	1,498
Office Maintenance	3,827	3,409
Postage & Freight	1,627	1,790
Printing & Stationery	7,053	6,545
Rent & Accommodation	13,000	13,000
Utilities	2,007	1,811
	45,540	50,389
<b>TOTAL EXPENSES</b>	<b>451,241</b>	<b>415,328</b>
<b>SURPLUS/(DEFICIT) for the year</b>	<b>-</b>	<b>411</b>











WOMEN'S LEGAL SERVICES NSW