



FAIR WORK
AUSTRALIA

25 November 2010

Ms Jill Pretty
Chief Executive Officer and Public Officer
Aged & Community Services Association of NSW & ACT Incorporated
PO Box 3124
RHODES NSW 2138

Dear Ms Pretty

**Lodgment of Financial Statements and Accounts – Aged & Community Services Association
of NSW & ACT Incorporated - for year ended 30 June 2010 (FR2010/2669)**

Thank you for lodging the abovementioned financial statements and accounts which were received by Fair Work Australia on 3 November 2010.

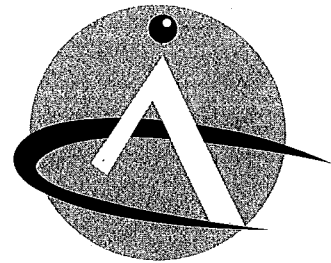
The documents have been filed but I take this opportunity to draw your attention to the following details.

The report omitted the notice required under s272(5) of the Fair Work (Registered Organisations) Act 2009. That notice consists of the setting out of subsections 272(1), (2) and (3). This should be included in future reports.

Your Certificate stated that the full report was both provided to members and presented to the general meeting on 12 October 2010. Section 265(5)(a) requires that a period of 21 days should elapse between providing a copy of the report to members and holding a general meeting for the purposes of s266 of the Act.

Yours sincerely,

Stephen Kellett
Statutory Services Branch
Fair Work Australia



Aged & Community Services
Association of NSW & ACT
Incorporated



2 November 2010

Mr Stephen Kellett
Fair Work Australia
Terrace Towers
80 William Street
EAST SYDNEY NSW 2011

Dear Mr Kellett

RE LODGEMENT OF FINANCIAL STATEMENTS & ACCOUNTS FOR YEAR ENDING 30
JUNE 2010 (FR2010/2669)

The Association, being a federal organisation is obliged to lodge financial documents in
accordance with the *Fair Work (Registered Organisations) Act 2009* ('the RO Act').

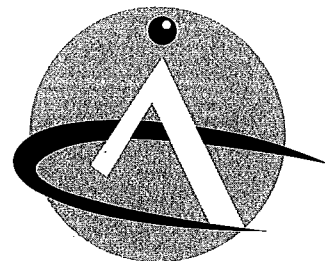
The following documents are now being lodged:

1. Audited Annual Financial Statement for the year ending 2009/10.
2. Certificate of Authorised Officer.
3. Full Annual Report to the Members.

The annual return of information will be lodged by 31 March 2011.

Yours Faithfully,

Mira Sandré
Office Manager



Aged & Community Services
Association of NSW & ACT
Incorporated

Designated Officer's Certificate or Other Authorised Officer
s268(c) of the *Fair Work (Registered Organisations) Act 2009* ('the RO Act')

I Jill Pretty, being the CEO and Public Officer of the Aged & Community Services Association of NSW & ACT Incorporated certify:

- that the documents lodged herewith are copies of the full report, referred to in s253(2) of the *Fair Work (Registered Organisations) Act 2009* ('the RO Act'); and
- that the full report was provided to Members on 12 October 2010; and
- that the full report was presented to a General Meeting of Members of the reporting unit on 12 October 2010 in accordance to s266 of the *Fair Work (Registered Organisations) Act 2009* ('the RO Act')

Signature

Jill Pretty
CHIEF EXECUTIVE OFFICER
2 November 2010



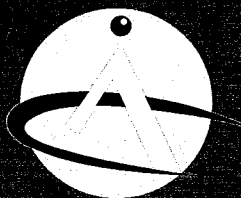
Aged & Community Services
Association of NSW & ACT
Incorporated



ACS | ANNUAL REPORT 2009/10

transforming the future

www.agedservices.asn.au



Aged & Community Services
Association of NSW & ACT
Incorporated

MISSION ||

To be a clear,
effective voice for
not-for-profit sector
organisations in
residential, housing
and community aged
care services.

VISION ||

Excellent services
for older people
delivered by members
who evolve and
grow successfully
in a dynamic and
constantly changing
environment.

CONTENTS

1	President's Report
2	ACS at a Glance
3	ACS Board 2009/10
4	CEO's Report
6	Guest Editorial
8	ACS Consultancy
9	Advisory Committee Reports
18	Business Development Report
20	ACS Regional Committee Reports
25	Membership

PRESIDENT'S REPORT | CHRIS RIGBY



Our member organisations exist because they have responded to the needs of older Australians in their communities. Our members do not exist because a demographic analysis posited that aged care would be the new growth industry. They do not exist because a business plan based on the security of government funding and the restriction of supply concluded that aged care was a great investment opportunity. Our member organisations have grown through decades of responding to the accommodation and care needs of older Australians.

Over this time these services and communities grew through partnerships with the government of the day. Whether it was through capital grants, undertaking pilot programs in packaged care, considering and applying for pilots in consumer directed care, developing education and research in dementia care, or partnering with universities and government to improve care of the older people in palliative care. This world class system of aged care services is the result of decades of cooperation between the government and aged care organisations representing their communities.

Has this partnership broken down or frayed at the edges in the past decade? I believe so. Aged care providers have been treated quite shabbily by the government over the last two years.

There has been a denial of any crisis in capital funding; there has been the enormous increase in supervisory visits and then there was the wholly inadequate indexation of care subsidies: 1.9% for 2009/10 and 1.7% for 2010/11. And the defence of these inadequate increases in care subsidies was not respectful of aged care providers and their clients.

The response from the Minister and the Department of Health and Ageing as to why the 1.7% increase in subsidies was adequate included:

- funding from the aged care funding instrument (ACFI) is modelled to provide a real increase of 3% per annum
- the Conditional Adjustment Payment of 8.75% is still in place
- revenue from daily fees set at 84% of the aged care pension
- a raft of government initiatives such as Zero Real Interest Rate Loans, increase in Accommodation Supplement, training funding, benchmarking funding and the Productivity Commission review should also be taken into account.

None of the initiatives such as Zero Real Interest Rate Loans, increase in Accommodation Supplement, etc. has anything to do with care subsidies. Nor will these initiatives solve the crisis in capital funding.

And the fact that 84% of the pension is a revenue source in residential aged care is also irrelevant. Is it implied that frail residents suffering from dementia are meant to meet some of the costs of their care from their pensions? Is not the pension an entitlement that supports a basic quality of life? It was never designed to ameliorate the effects of chronic illness?

It is also implied that it is government largesse to maintain the 8.75% CAP payment. If the 8.75% was not paid the industry would close. The only question for the government is what is going to replace the CAP? And I note in passing that the report into the Conditional Adjustment Payment commissioned by the government has not been released, months after its completion.

transforming the future

For many providers there has been a real increase in care subsidies through the ACFI program. That was the whole point of ACFI being introduced. The Commonwealth recognised, after lengthy reviews, that the average frailty of residents in residential aged care was increasing and that the former funding instrument neither adequately funded the care of people living with dementia, nor provided sufficient support for people suffering from chronic disease and disability. When this program was launched in March 2008 the government announced that it would deliver real increases in funding and that these increases would be phased in over a four year period. It was never intended that the real and intended increases in care subsidy through the ACFI program was ever to be part of the calculation of indexation rates.

Good residential aged care means outstanding palliative care, informed and empathetic care of people living with dementia and creative care that addresses the loneliness, depression and boredom that is the daily experience of so many of our fellow Australians when they become dependent on others for their activities of daily living and their accommodation. Good aged care is consultative and respectful. It allows time for thought and decision and it tries so hard to allow choice. An erosion of care subsidies through inadequate indexation will make this vision harder and harder to achieve.

Community aged care, delivered through packages, has neither an ACFI nor a CAP program to fall back on. Over the past 10 years salary and wages alone in the community sector have increased by 38% compared to increases in the Commonwealth subsidy of 22%. This is not only a failure of political leadership by all sides, it is also a failure of the officers of the Department of Health and Ageing that these programs for the support of frail Australians and their carers are being eroded in such a pusillanimous manner.

PRESIDENT'S REPORT | continued

The industry is now united through the Campaign for Care of Older Australians and the Grand Plan. It must be recognised by the community and the government that the necessary policies and funding to provide access and choice to older Australians and sustainability for aged care providers do not currently exist. Our Association, in working with other State Associations and the National Office, has been committed and active in the campaign. The support of all our members is necessary to move the natural inertia of a government with many demands on its purse and attention.


Our Chief Executive Officer, Jill Pretty, and her team are to be congratulated on a year of outstanding achievements and on the quality of

their support to the membership. It has been a challenging environment in policy and industrial relations changes. The team has first understood new legislation and then explained it coherently to the membership. They have supported members through the maze of regulation and review.

This year our membership base has grown, a new strategic plan launched and the significant demands of advocacy at State and Federal Government levels met and supported.

My thanks and appreciation goes to my fellow Board members. Associations can only work if there is a generosity of time and spirit at Board level. Board members contribute very generously both their time within the activities of the Board itself and also in their local regions.

To all our members I urge you to be active and supportive of the Association and its seminars and activities as we work through the Productivity Commission review towards the Federal Budget of 2011/12. Now is the time and the hour to achieve a sustainable service that provides real choice and access for older Australians.



Chris Rigby
President

MEMBERSHIP STATISTICS ACS at a Glance

Number of member organisations represented at July 2009	273	Industry Advice Scheme Members	15
Number of member organisations represented at June 2010	277	High Care facilities	21
Number of facilities/services and beds/places at June 2010		Places	1,795
High Care facilities	226	Low Care facilities	9
Places	12,626	Places	340
Low Care facilities	487	Retirement Villages	5
Places	24,142	Self Care Places	298
Retirement Villages	432	Community Care Services	15
Self Care Places	17,253	Website	
CACP Programs	214	Estimated number of visits	
CACP Places	11,812	(1st Feb - 30th June, 2010)	23,464
EACH/EACHD Programs	123	Estimated number of pageviews	
EACH/EACHD Places	1,289	(1st Feb - 30th June, 2010)	71,681
Number of HACC services	197 (\$80,772,379.07)		
Number of OCCS services	180 (\$79,729,944.77)		
Number of Community Care Services	717		

ACS BOARD | 2009/10



William H. Glaze
President
Member of Executive Council
Executive Director
The Royal Society of Chemistry



Robert C. Evers
President
Member of Executive Council
Executive Director
The American Chemical Society



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Robert C. Evers
President
Member of Executive Council
Executive Director
The American Chemical Society

CEO'S REPORT | JILL PRETTY



This year has been very successful for ACS with an increase in membership, the development of new partnerships with both not-for-profit and government organisations and the extension of services to our members in advocacy, industrial relations, consultancy and education. The successes this year are the outcomes of a dedicated staff who have worked hard to achieve this very positive outcome.

OVERVIEW OF OPERATIONS

ACS has ended the financial year with a surplus of \$472,677 which reflects the extension and improved quality of our services to members and the high recognition ACS has with Federal and State Governments in obtaining a number of grants and funded projects. Membership has increased as well as Industry Advice Scheme members and Corporate Supporters.

The Consultancy team has experienced a very busy and satisfying year. Many of the consultancies have focused on supporting members to deal with new challenges including the new NSW Food Safety Legislation and the impact of the funding tool, ACFI, on the financial viability of facilities, most significantly low care.

Events had a very successful year with the organisation of the HACC Community Care Conference, a very successful State conference and well attended afternoon seminars that addressed key topics of current interest to members.

The Learning Centre's financial position has greatly improved this year with a number of new courses offered to members. The ACS Registered Training Organisation (RTO) increased its scope to include a number of accredited community care courses, OH&S and Frontline management.

ACS has received from its auditors, Stewart, Brown & Co, an unqualified audit opinion on the Financial Report. The Board has determined that ACS continues to be a going concern and there were no adjustments for impairment on any of the asset classes.

ACHIEVEMENTS

At the ACS State Conference in April, ACS launched its new Strategic Plan for the next five years. The focus of the Strategic Plan is to place ACS in a strong position to meet the future challenges of our members that will be driven by factors both internal and external to the sector. External factors include the ageing population, workforce shortages and changing community expectations, whilst internal factors include inadequate funding, government policy and industry consolidation.

In order to meet these future challenges, ACS has introduced a number of new educational courses to meet the increasing requirements of managers in community care, retirement villages and residential care. The RTO has also increased its scope to include business management courses such as Certificate IV in Frontline Management. ACS was successful in obtaining a grant from the Department of Health and Ageing (DoHA) so that some of our members can access this course at no cost.

Advocacy on behalf of members to both Federal and State Governments remains a key issue for our members and the engagement of a media consultant has improved our image in various forms of media. The lack of consultation by the NSW Government in the signing off on the proposed Federal Government's health reforms prompted ACS to publish an open letter in the Sydney Morning Herald, and along with ACAA, to publish a further letter in the Daily Telegraph in response to the inadequate indexation of subsidies in both residential and community care.

The CEO has also been interviewed on a number of radio stations both in metropolitan and rural areas.

Representatives from the ACS Board and the CEO met with several NSW Federal Members of Parliament in Canberra to draw their attention to the concerns raised by members over the inadequacy of the indexation formula of the care subsidies that does not meet the increasing costs of wages and utilities. Following the Federal Election in August, ACS will continue to advocate for improved indexation of care subsidies and improved capital funding for residential aged care.

In community care the benefits of IMPACT philosophy of service provision based on the strengths and abilities of individual HACC recipients and their carers, have been recognised by NSW Ageing, Disability and Home Care. ACS has received a grant to develop and deliver an awareness raising educational program to encourage service providers to embrace the enablement model of care for HACC services.

In retirement village and housing, ACS has developed close working relationships with Housing NSW and the Office of Community Housing which have resulted in the promotion of ACS members as key providers of this type of housing. In the ACT, the focus has been on influencing the Territory Government over the proposed changes to move from a Retirement Villages Code of Practice to a Retirement Villages Act.

Key operational issues continue to be one of the major focuses for our members in residential aged care. One issue raised is the uncertainty of future funding for aged and community care services and the financial risks this poses for organisations trying to operate sustainable services now and in the future. ACS met with the Ageing and Aged Care Division of DoHA to discuss these concerns and indicated ACS' interest in establishing an ongoing relationship with key staff from the Department to discuss technical issues around the impact and implementation of the requirements of the Aged Care Act and Principles.

PARTNERSHIPS

During the year ACS has developed a number of strategic partnerships. Following the April announcement of the COAG decision to change the roles and responsibilities of the Commonwealth and State Governments in the provision of HACC services, ACS has partnered with ADHC to assist with the consultations and in the moving of HACC ageing to the Commonwealth.

ACS has partnered with ACON and we have received a grant from DoHA to develop an educational awareness program for staff in residential and community care around the cultural needs of the GLBTI community. ACS will assist in the course development and running 12-15 courses in both Sydney and regional areas.

ACS entered into a memorandum of understanding with NSW Transcultural Aged Care Services (TACS) to formalise their partnership and provide a framework to increase access to aged care for older members of the CALD communities through the delivery of culturally appropriate care in NSW.

CONCLUSION

ACS has ended the year in a very strong position and the budget for the coming year indicates the financial base of ACS will continue to improve. The new Strategic Plan will enable ACS to restructure our services to meet the future needs of our members as we address the changing demands of future older people in the provision of services both in housing, retirement villages, community care and residential care.

I would like to thank the President, Chris Rigby, for his support throughout the year. I would also like to thank the Board for their ongoing support and time given to me out of their very busy schedules. I would also like to acknowledge and thank my very committed staff who have worked very hard to achieve the positive outcome this year.

Jill Pretty

Jill Pretty
Chief Executive Officer



ACS has ended the year in a very strong position and the budget for the coming year indicates the financial base of ACS will continue to improve.

Guest Editorial

IAN YATES AM | CHIEF EXECUTIVE, COTA AUSTRALIA



COTA (Councils on the Ageing) is Australia's only peak network of aged consumer organisations and COTA Australia is its national arm.

We have been a significant player in promoting the need for major reform of the aged care system in Australia to make it more older person focused and provide a more appropriate range of services from which older people can make their own choice.

That included a lead role in the development of the National Aged Care Alliance's statement 'Leading the Way – Our Vision for Support and Care of Older Australians', commonly called the NACA Vision.

This Vision is that 'Every older Australian is able to live with dignity and independence in a place of their choosing with a choice of appropriate and affordable support and care services as and when they need them'.

It is based on some fundamental underpinning principles which start with addressing the basic rights of older Australians within a society in which ageism and age discrimination are alive and well.

We say that older Australians are entitled to:

- live active, contributory and fulfilling lives
- have their individual and collective needs fully and equitably considered when governments are making decisions about health, housing, transport and other community services
- make decisions for themselves, in conjunction with chosen family and friends where appropriate

- be treated with equity and fairness regardless of cultural background, geographic location, health, gender, sexuality and capacity, including their capacity to communicate needs
- and to have the removal of barriers and systemic limitations affecting the realisation of any of these principles.

We go on from these general principles to say that when older Australians require support or care, they will:

- have access to services in their own communities and homes that:
 - are readily available, affordable and client-directed
 - promote wellness and wellbeing, and assist them in realising their aspirations
 - provide genuine choice to meet the aspirations, needs and preferences of a diverse older population
 - are underpinned by a commitment to quality improvement, evaluation and ongoing research
- be the principal decision makers about when they may need assistance and the nature of that assistance
- have access to affordable, effective and safe health and medical care
- have easy access to reliable and relevant information about the availability, quality and cost of aged care services.

The NACA Vision is the bedrock on which COTA has built its more detailed view on how the aged support and care system in Australia should develop over the next decade.

This view is spelt out in some detail in our lengthy submission to the Productivity Commission's major inquiry into Caring for Older Australians.

While many submissions argue for reform because of demographic or financial pressures, we put a strong position that access to appropriate support and care is a basic right in modern Australia.

In line with the Vision principles we are proposing fundamental change that puts individual people at the centre of the system and attaches funding to them rather than to service providers.

Individuals would have an entitlement to funding to meet their assessed needs and have more control over what type of services they use and who provides them. We believe this will lead to a more responsive system that meets older people's changing needs in a more flexible and timely way.

The first step is to ensure that people's needs are assessed appropriately and that people are aware of the support and care services that are available so they can exercise the right of choice.

To do this we are proposing the establishment of a network of 'Gateways' that will provide information, do an initial assessment and provide approval of entitlement, and undertake direct referral to lower level support and care services.

Gateways will have the capacity to ensure there are regular reappraisals of people's needs and to refer them for further assessment if required.

For people with higher and more complex needs, comprehensive assessments would be undertaken by an independent assessment service (Care Assessment Service) building on the model of the current Aged Care Assessment Teams but independent of state health departments.

The Gateway will have explicit responsibility for assessing individuals to access appropriate care, either in the community or where necessary in a residential facility.

The assessment of needs will be translated into a level of funding to which people will have immediate entitlement.

There are a number of ways this funding could be allocated, such as vouchers, allocations with providers (or with a third party budget holder, or some combination). All of these warrant more investigation and trialling. Individuals and carers must have the choice about how much control and responsibility they want and so there may need to be a range of options.

Older people consistently express their desire to remain living in their community for as long and with as much independence as possible. In order to achieve this, funding for community support and care needs to be substantially increased. Too many people go into residential care because the level of funding and number of community care packages available does not currently support enough care at home.

We advocate that funding for accommodation and support and care should be separated and that government subsidies for support and care be the same regardless of where the care is delivered.

We are also calling for the level of subsidy for all services to more accurately reflect the cost of provision. We demand that there should be an independent evidenced based process to determine these costs and subsidies and maintain their real value.

Individual people and their families would be responsible for their own accommodation costs, whether they are in their own home or in residential care - with a robust system of government assistance for people who are not able to do so. This should provide increased funding for accommodation and provide incentives for some more innovative approaches to deliver personal housing.

We recognise that there are a number of special needs groups who currently have difficulty having their needs met. These include people with dementia, people with lifelong physical or intellectual disabilities, people with mental health problems or psychiatric disabilities, lesbian, gay, bisexual, transgender and intersex people, people from culturally and linguistically diverse backgrounds and indigenous people. These groups often need more specialised care which would require additional funding, provided either as a grant to service providers who specialise in meeting those needs, or, as an additional individual allocation. Maximising their needs for better education and training for workers to enable them to meet the specialised needs of some of those groups.

Informal carers are a critical part of the caring system and they need to be better recognised as part of people's chosen care plans. We are recommending a separate carer assessment to identify their support needs and a separate Allocation of Funding for those needs to be met. Both carers and care recipients have identified the need for greater flexibility in both the type of people and when it is delivered and we think this could best be delivered through a robust, independent care approach.

We have mentioned the need to set subsidy levels based on real cost determinations. Part of the cost of these services will be met by the users through a national fees system which would be applied uniformly across all services, as with the current resident charges for residential aged care.

Leading the Way – Our Vision for Support and Care of Older Australians'



There are two possible ways the government involvement of the publicly could be reduced.

The current approach through consolidated ageing and a social insurance scheme (or a combination of both for a transition period). We believe both have merit and challenges and have called for a serious discussion of each, starting from the joint ACSA / COTA Discussion Paper of March 2010.

The movement to joining individuals and the separation of accommodation from support and care will raise a number of issues for maintaining quality and standards of aged care. There would need to be a new quality regulatory works consistently across all settings.

COTA also recognises the need for transitional arrangements from the current system to the new. These centre on the need for an industry restructuring package as government investment moves from residential to community care and responsibility for accommodation transfers to individuals.

See the NACVA Vision in full at www.nacva.org.au





ACS CONSULTANCY

Identifying, Analysing, Implementing

ACS offers a Consultancy service to clients (both members and non-members) by providing expert professional services and solutions in many areas of aged and community care management. These services draw on the contemporary knowledge base of ACS.

The Consultancy team has expanded over the last year enabling a broader range of Consultancy services to be offered and ensure adequate resourcing to meet the increasing demands for Consultancy.

ACS Consultancy provides support to members across NSW and ACT including organisations providing services to special needs groups including rural and remote, Aboriginal and Torres Strait Islander and Culturally and Linguistically Diverse groups.

The Consultancy team has assisted members to respond to changes and challenges within the aged and community care industry, achieving successful outcomes for our members. In 2009/10 these included:

- The development of food safety programs, food safety training and food safety auditing resulting in A or B ratings from the NSW Food Authority audits
- Organisational staffing reviews resulting in enhanced financial viability, staff satisfaction and quality care outcomes for residents in low care facilities with ageing in place
- Support to organisations in responding to non compliance or potential non compliance, development of appropriate action plans and building sustainable management systems resulting in the overturning of non compliances issued by the Accreditation Agency or Department of Health and Ageing Office of Aged Care Quality and Compliance

- ACFI reviews and recommendations to enhance staff knowledge, to improve documentation and subsequent claims, organisational revenue and financial viability
- Policy and procedure development and review resulting in access to policies and procedures in line with current legislation and standards
- Nutrition and dietetic support including menu and nutrition systems reviews and clinical support for rural and remote areas unable to access dietetic services resulting in improved nutrition status of 'at risk' residents
- Viability review resulting in informed planning by Boards and Management
- Accreditation gap analysis and documentation review to support members to achieve compliance with the 44 expected outcomes of accreditation
- Long term management coaching, mentoring and facilitation of continuous improvement systems resulting in compliance with Continuous Improvement (and all) expected outcomes of the Aged Care Accreditation Standards.

GOVERNMENT FUNDED PROJECTS

The Department of Ageing, Disability and Home Care has continued to engage ACS Consultancy to undertake projects within NSW. An increase in the number of government funded projects has resulted in the recruitment of a new Project Officer with research expertise to support the Consultancy team.

TRAINING

The Consultancy team, Policy team and the Learning & Development team work together to ensure consistency in training and consultancy. New medication management and compulsory reporting training programs have been developed by the Policy and Consultancy team in 2009-10. Policy and Consultancy have also delivered ACS training in Sydney and the regional areas on:

- Continuous Improvement in Residential Aged Care and Community Care
- Management Systems, CQI and Risk Management for Managers of Retirement Villages
- Food Safety for Food Handlers and Managers
- HACCP
- ACFI
- Medication Management
- Documentation
- Compulsory Reporting.

Over the last 12 months the Consultancy service has achieved positive outcomes for our members, as well as non-members, further enhancing the reputation of the Consultancy service and continuing to complement the other services offered by ACS.

ACS Advisory Committees 2009/10



COMMUNITY CARE | ADVISORY COMMITTEE

CHAIR PAUL SADLER

The Community Care Advisory Committee (CCAC) has responded to a year of considerable change in Community Care by re-focusing on the major issues impacting on the capacity for service providers to provide quality care. There has been an increase in member representation on the CCAC and with less frequent meetings which now focus on major issues.

We have also had a change in the chair of the Committee with Prue Sky moving into a new phase of her involvement with aged care. We very much appreciate the contribution she made to the CCAC in the two years she served as chair.

There has been an increase in the contribution by members into the community care education program, including the ACS afternoon seminars. These have been devised to equip members to respond to changes in Community Care provision as well as to address specific issues in direct care provision. The Community Care Managers Course has been revised to become more relevant to the requirements to provide high quality services.

In 2009-2010 the Committee focused on the following areas:

COMMONWEALTH RESPONSIBILITY FOR ALL AGED CARE

The April announcement of the COAG decision to change the roles and responsibilities of the Commonwealth and State Governments in the provision of HACC services, has provided extra impetus for members who provide HACC services to communicate the perceived impact of this decision on their service provision; emphasise the need to receive clear communication from both the Commonwealth and NSW Governments

as to how the transition will occur; and envisage what the future provision of community aged care will entail.

Representatives of the Community Care Branch from the central office of the Department of Health and Ageing (DoHA) attended a CCAC meeting and communications with NSW officers are continuing.

The CCAC will also play an essential role in participating in the consultation and communication process that is being developed by NSW Ageing, Disability and Home Care (ADHC) in partnership with ACS. ACS members are in the unique position in many cases of providing community care services across both funding bodies, so are able to provide clear insight into the full range of services required for a continuum of quality, responsive and flexible care.

IMPACT NSW

Members of the CCAC, as well as representatives from other member organisations, have continued to provide significant input into the development and awareness raising of the principles established under IMPACT NSW. They have participated in conference presentations at a state and national level and have become recognised by ADHC as an essential reference group in the current Better Practice Project. ACS has been engaged by ADHC to rollout Awareness Raising training as part of this project. The philosophy of care as stated in the IMPACT principles relates very strongly to the current national and international emphasis on community care needing to become client focused with system change occurring to achieve this. The HACC Conference planned for 2011 will focus on the current innovative practices in

service provision as well as promoting expansion of service provision as identified in the Better Practice Project through its mapping process and demonstration projects.

DEPARTMENT OF HUMAN SERVICES – AGEING, DISABILITY AND HOME CARE

The Committee has continued to provide input into communication with ADHC in relation to reporting issues, the development of the Quality Framework, the Workforce Recruitment Project and the 'Homes as the Workplace' project. There has also been considerable input into communications with both the Commonwealth and State Government departments in relation to the Hunter Access Point.

DEPARTMENT OF HEALTH AND AGEING

The Committee continued to provide feedback to the NSW Quality Reporting Team as well as participating with the team in the presentation of a recent afternoon seminar on the quality reporting process.

Through ACSA the Committee provided input into the development of the new Common Standards for HACC, NRCP and the packaged care programs, as well as to communications to DoHA in relation to Day Therapy Centres and the Complaints Investigation Scheme.

Many of the CCAC member organisations were successful in being allocated Consumer Directed Care (CDC) packages under the new Innovative Pool and Respite projects.

NSW HEALTH

The Committee was able to provide input into ACS representations in regard to ACAT issues of inconsistent access to assessment and management of community package waiting lists, as well as PADP eligibility concerns.

ACS Advisory Committees 2009/10



FINANCIAL ISSUES | ADVISORY COMMITTEE

CHAIR GILLIAN McFEE

During this year the main focus has been on the funding complexity for both residential and community care and the financial impact of the new legislation on retirement villages. The Committee's objective is to provide strategic and operational direction to ACS on the key financial issues for ACS members.

The Committee has continued to meet quarterly during this financial year and the work plan set priorities for the discussion, and monitoring of impact on, the following areas:

RETIREMENT VILLAGES

The *NSW Retirement Villages Amendment Act and Regulations* were implemented in March 2010 and it was disappointing to find that a last minute disallowance motion removed the definition of capital maintenance from the regulations. Concerns were raised that this could increase costs for operators due to challenges by residents in the Consumer Trader & Tenancy Tribunal (CTTT). The Committee has worked closely with the ACS Housing & Retirement Living Advisory Committee to discuss the financial impact of the legislation with a view to developing a survey to monitor the cost of implementing this legislation.

COMMUNITY CARE

Benchmarking in community care was considered a useful tool for members to monitor costs. Stewart, Brown & Co presented to the Committee and outlined some key financial changes that had occurred over the past twelve months. The benchmarking survey showed that surpluses per client have decreased in CACP and EACH programs, with EACHD being the most cost effective. The Committee also expressed an interest in having benchmarks for the HACC program and viewed that there would be some benefits in developing KPIs and efficiency measures across all community care programs including HACC. This will be pursued in the coming year.

The Committee has been closely following the Federal Government's trial of segmenting the reporting standards for NRCP, CACPS and EACH programs as part of an auditing of the trial balance and management accounts. The outcomes of this trial are not yet known but recent information from the Department of Health and Ageing (DoHA) states that the results are currently being evaluated to determine suitability of the alternate styles in community care programs.

RESIDENTIAL CARE

The Committee's main focus in residential care was the impact of escalating costs especially in utilities and inadequacy of the indexation of Government subsidies. These issues were raised in the Productivity Commission's review into aged care.

The Committee continued to closely monitor the impact of the new funding tool (ACFI) on organisations and a presentation by Stewart,

Brown & Co, 'Benchmarking in Residential Care', clearly indicated there has been a significant increase in costs and a decrease in funding especially in low care. Some high care facilities are benefiting from the ACFI funding but it is very dependent on the resident mix.

Concerns were raised by the Committee about the uncertainty of future funding for aged and community care services and the financial risks this poses for organisations trying to operate sustainable services now and in the future. Representatives from the Committee met with Lesley Podesta, First Assistant Secretary, Ageing and Aged Care Division of DoHA, to raise these concerns with her. It was also suggested that the ACS Financial Issues Committee would be interested in establishing an ongoing relationship with key staff from her Department to discuss technical issues around the impact and implementation of process of the financial and business requirements of the Aged Care Act and Principles. The Department is supportive of the Committee's proposal and ACS will be pursuing this relationship through the Sydney office of DoHA.

I would like to thank each member of the Committee for the generous contribution of their time and commitment. The financial issues surrounding aged care are increasingly complex and this Committee works effectively in sharing information and experience which is of overall benefit to ACS members.



HOUSING AND RETIREMENT LIVING | ADVISORY COMMITTEE

CHAIR NIEVES MURRAY

16 ACS member organisations are represented on the Committee

For a future to be transformed, an industry must be underpinned by a regulatory framework that works for real benefits for consumers and providers. During this last year, we have seen the introduction of substantial amendments to the NSW Retirement Villages legislation and discussions around and tabling of the exposure draft legislation into the ACT Parliament.

In response, the directions and actions of the Housing & Retirement Living Advisory Committee have been instrumental in achieving good outcomes for ACS member organisations with retirement villages. This has been through not only our representations to government on legislative matters but also through other important initiatives.

Over the year, a partnership had been forged among the three industry peak bodies – the RVA (Retirement Villages Association), RVRA (Retirement Villages Residents Association) and ACS. Regular meetings held every two months helped to identify issues and formulate resolutions to common concerns. The strengthened partnership allowed us to coordinate a joint submission to the NSW Minister for Fair Trading on the draft retirement villages regulations. This common front was highly regarded by the Minister. Almost all our recommendations were integrated into the resulting Regulations.

However, despite all our representations, meetings and workshops held, all concerned including the Residents Association, were disappointed by the last minute disallowance by Parliament of Clause 5(1)(a) – the definition of capital maintenance. The effect of this disallowance for operators and residents has meant that replacement costs for non-fixed items such as the village bus and other costs will out of necessity now have to be shifted to future residents.

Members of the Committee participated in the development of various initiatives throughout the year.

BENCHMARKING

A benchmarking survey of the not-for-profit providers in NSW and the ACT was conducted by Stewart, Brown & Co. Going forward, this is intended to be an annual survey and eventually expand to include the for-profit organisations and other States and Territories.

COMMUNITY HOUSING

A number of the ACS membership have successfully received funding under the Federal Government's National Rental Affordability Scheme. The Scheme was established to increase the provision of affordable rental housing across Australia.

Although ACS made various representations to Housing NSW, to the Minister, Director-General and ministerial advisers, a few ACS member organisations were disappointed when applications under a NSW Housing stimulus were not successful. This was a significant lost opportunity for our industry to participate in community housing.

NSW RETIREMENT VILLAGES LEGISLATION IMPLEMENTATION

In partnership with NSW Fair Trading, training was rolled out to operators and residents at 12 locations across the State. The Model Contract was updated and made available for ACS members.

RETIREMENT VILLAGES MANAGERS COURSE

This continues to be held annually but because of increased demand, two courses per year are now being run.

PRESENTATIONS AT MEETINGS

The Committee heard from:

- Max Hopkins, Stewart, Brown & Co on benchmarking
- Bruce Message, Premier Partners on Decoding the DMF
- Barry Ashcroft, Aged Care Queensland Inc on accreditation
- Representative from Housing NSW on the participation of the aged care sector in community housing
- Adam Farrar, Executive Director, NSW Federation of Housing Association on the future of affordable housing for older people.

Appreciation goes to the members of the advisory committee over the year for their dedication and support.

ACS Advisory Committees 2009/10



RESIDENTIAL CARE | ADVISORY COMMITTEE

CHAIRS RAAD RICHARDS (2010)
REX LEIGHTON (2009)

In the 2009-10 year the ACS member representatives (20) on the Residential Aged Care Advisory Committee have continued to provide valuable feedback and advice on the key issues and legislative changes impacting on the residential aged care sector.

In early 2010 the Committee also welcomed several new members and reviewed the Committee Terms of Reference to ensure ongoing effective communication to ACS members and representation of member issues to external stakeholders.

The main areas of focus of the Committee during 2009-10 included:

AGED CARE FUNDING INSTRUMENT (ACFI)

The Committee continued to provide feedback on the issues and opportunities for improvement of the ACFI which was then raised at the Commonwealth ACFI Industry Reference Group and/or Technical Reference Group. The change in the definition of ACFI low care and high care from 1 January 2010 was welcomed after much representation to the Department of Health and Ageing (DoHA) on this issue.

Validation has been a key focal area for the members given that ACFI was designed to reduce the level of disagreement between provider appraisals of resident care needs and the findings of the Department review officers. The reduction in downgrades from approximately 35% in NSW and ACT to 22% has been a welcomed outcome of the tool.

Members also participated in an ACFI Review forum and contributed to the ACS ACFI Review submission in 2010. We now wait with anticipation that the review will address the major issues raised in the submission to improve the current system.

ACCREDITATION

RCAC member feedback on accreditation matters continued to be raised with the Accreditation Agency, including the need for the release of State compliance and non-compliance data. As a result of ongoing representations this has now been made available.

In 2009 the Accreditation Agency also reviewed their visit schedule resulting in border NSW facilities being assessed by the Victoria and South Australia Offices. Issues regarding cross border assessment were raised with the Agency and continue to be monitored.

OFFICE OF AGED CARE QUALITY & COMPLIANCE

The Committee provided ongoing feedback on matters pertaining to compulsory reporting and complaints investigation processes and outcomes. Representatives of the NSW Office of the Complaints Investigation Scheme Branch attended an Advisory Committee meeting following the release of the Government's report on the review of the Aged Care Complaints Investigation Scheme (CIS). Since this release there has been a positive shift in the CIS' approach to the complaints investigation management in NSW.

In response to concerns expressed by members of the legislative requirements for police checks and compulsory reporting, ACS convened a 'Think Tank'. Key stakeholders were invited to discuss the emerging issues, identify priorities and reach agreement on preferred options for change. As a result a position paper was developed summarising the challenges experienced by all stakeholders in meeting the requirements of compulsory reporting and police checks and suggesting pathways to effectively address these

challenges without compromising the safety and protection of people living in residential aged care. The Position Paper was submitted to the Minister for Ageing, NSW Office of DoHA and the Productivity Commission.

FOOD SAFETY

The requirements of the Vulnerable Persons Food Safety Scheme (VPFSS) have had a significant impact on providers and older people. The feedback from Advisory Committee members and the *Food Safety Scheme Industry Survey* on the legislative requirements and audits was provided to the NSW Food Authority.

ACS representation on the VPFSS Consultative Committee has resulted in some changes, including the inclusion of a consumer representative on the Committee, the formation of a Technical Reference Group to discuss operational matters regarding the ongoing maintenance of the VPFSS and changes to reflect best practice for post cook chill storage temperatures.

NSW HEALTH

Meeting the nursing requirements of the *NSW Public Health Act 1991* remains an ongoing challenge for members. This has been and continues to be an ongoing focus of the Committee. ACS has made some representations to NSW Health and has raised the matter in the submission to the Productivity Commission.

SUBMISSIONS

The Committee provided input into the following submissions to influence the future:

- Productivity Commission Inquiry into the Care of Older Australians



ACS ENVIRONMENTAL & SUSTAINABILITY | ADVISORY COMMITTEE

CHAIR DR JUNE HEINRICH

- Review of the Aged Care Funding Instrument (in collaboration with ACAA-NSW)
- Remaking of the Guardianship Regulation 2005
- Review of the Operation of the Aged Care Complaints Investigation.

EDUCATION & TRAINING

Committee member involvement in the review of the ACS Residential Care Managers Course and the afternoon seminar program to ensure that the education and training were responsive to the issues and priorities of residential care.

POSITIVE LIVING IN AGED CARE AWARDS

In October 2009 ACS received funding from NSW Health for the continuation of the Positive Living in Aged Care Awards mental health promotion project. The third year has again been successful with a 21% increase in applications submitted from residential aged care providers across NSW who have implemented strategies that promote a positive approach to the prevention and management of mental health conditions.

I would like to thank the dedicated members of the Residential Care Advisory Committee for their active participation and ongoing commitment to addressing the challenges and opportunities within the sector.

I would also like to acknowledge the significant contribution made by Janine Lundie, ACS Residential Care & Policy Unit Manager, for her service and guidance to the Committee throughout the past year.

Environmental sustainability has become a key issue for aged care providers with the cost of utilities predicted to escalate in the coming years. ACS members have also indicated a keen interest in developing and implementing strategies to reduce carbon emissions through energy efficient buildings.

In response to this interest, ACS formed its first Environmental & Sustainability Advisory Committee this year and to date it has held two meetings. The Committee has six members and is chaired by Dr June Heinrich, Chief Executive Officer, Baptist Community Services NSW & ACT, ACS Board Vice President.

The purpose of the Committee is to share information about environmental sustainability activities in order to continuously improve and promote environmentally sustainable practices,

establish a sustainability network and a sustainability plan for ACS that would raise the profile of the organisation, and improve capacity to promote the issues affecting aged and community care providers as well as influencing government policy.

In the coming year, some of the first tasks of the Committee will be to consider the development of some benchmarks around sustainability that are specific to aged care, to keep members informed of sustainability issues through regular articles in ACS Update magazine and Brief Update, and to promote sustainability initiatives through ACS Conference presentations.

I would like to thank the members of the Committee for their enthusiasm and initiatives to launch this Committee.



ACS Advisory Committees 2009/10



INDUSTRIAL | ADVISORY COMMITTEE

CHAIR REX LEIGHTON

FAIR WORK AUSTRALIA AND ITS INDUSTRIAL RELATIONS IMPLICATIONS - NEW NATIONAL SYSTEM

The Industrial Advisory Committee (IAC) had a particularly challenging year due to the significant changes to the Australian Industrial Relations system resulting from the operation of the *Fair Work Act 2009* and the process of transitioning from the plethora of State and ACT Awards to the Modern Awards.

From 1 July 2009, a number of provisions of the *Fair Work Act 2009* came into effect. These included the new unfair/unlawful termination provisions, new agreement making rules, and the commencement of new regulators such as Fair Work Australia and the Fair Work Ombudsman. The remaining provisions of the legislation such as the National Employment Standards, right of entry, and freedom of association commenced operation on 1 January 2010.

From 1 January 2010 all employers in the Aged Care sector, with the exception of Local Government employers, are National System Employers operating under the *Fair Work Act 2009*. The decision of the NSW Government to refer Industrial Relations powers to the Commonwealth rendered obsolete any distinction between 'Constitutional Corporation' members and others.

AWARD MODERNISATION

Issues papers were proposed by the IAC and supplied by ACS to members on major changes, and training was provided on the FWA legislation.

Annotated versions of the Modern Awards were placed on the ACS website for member use and access. Modern Award Transition Tables for New South Wales and ACT, vetted and approved by the IAC, were also made available to ACS members.

As well as attendance at bimonthly meetings, IAC members had regular input into sector-wide submissions on the operation and effects of the key Modern Awards including the cost increases involved and matters of classification and coverage. Significant effort was put into advocating for:

Salary Sacrifice

1. No provision for salary sacrifice was originally available under the modern awards. Vigorous lobbying resulted in the reintroduction of salary packaging.

Community Care Coverage

2. The inclusion of Home Care under the Aged Care Award (unsuccessfully).

Continuing NAPSA Rates for Nurses

3. The Australian Nursing Federation application to FWA to delay the implementation of the transitional provisions in the Nurses Award for NSW and Queensland till July 2012 was defeated.

Variations to Modern Awards

4. The IAC has set the priorities in ACS' ongoing initiative to seek amendments to the Modern Awards that most affect members. Of note was the clarification of the annual leave entitlement payable to shiftworkers under the Nurses Award and the Aged Care Award.

ENTERPRISE AGREEMENTS

ACS had been successful with the Template Collective Agreement with over 120 members securing agreements with a nominal expiry date on 30 June 2011. With IAC's support a 12 month stop-gap agreement covering another 10 companies with a nominal expiry date of 30 June 2010 (extended to 30 June 2011) was arranged.

AUSTRALIAN NURSING FEDERATION TAKE-HOME PAY CASE

Significant resources were invested into a campaign of representation and information for and on behalf of members responding to the Nurses' action to obtain pre-emptive orders against reducing employee take-home pay.

LHMU LOW PAID BARGAINING APPLICATION

The LHMU attempt to use the low-paid bargaining powers under the Fair Work Act directly affected our ACT members and required IAC overview of the LHMU's efforts to hold discussions with the Federal Government on funding and in convening a meeting of key employers.



ACS PURCHASING | REFERENCE GROUP

CHAIR PHILIP ARMSTRONG

ADVERSE ACTION IN THE WORKPLACE

The IAC discussed the ramifications of recent developments involving the increasing use of the 'Adverse Action' provisions of the *Fair Work Act* to restrain employers in the exercise of discipline processes.

2010 ANNUAL WAGE REVIEW AND PHASING-IN OF MODERN AWARD RATES

Minimum award rates in modern awards increased by \$26 from the first pay period commencing on or after 1 July 2010. Members under Modern Awards were required to reclassify their employees under the Modern Award classifications and commence phasing-in the appropriate rates of pay and penalties from the first pay period commencing on or after 1 July 2010. At the instigation of the IAC, tables were produced to assist members in identifying the relevant modern award classifications and applicable transitional rates for the purpose of phasing-in.

I would like to thank all my colleagues on the IAC for their input and contribution and the organisations they represent for enabling them to give of their time for members as a whole.

I would particularly like to pay tribute to the efforts of the Employee Relations team - Geoff, Col and Sultan for their dedication and commitment to achieving the best possible outcomes for members in what has been a very difficult, complex, major change environment.

The purpose of the ACS Purchasing Reference Group is to provide strategic and operational direction to ACS about joint and individual purchasing strategies that will maximise benefits to ACS members. The Group's main focus during 2009-10 was reviewing and sharing knowledge on major contracts that would give cost savings to members.

One of the key issues this year has been exploring cost effective contracts for fuel and electricity. Both products have a serious impact on the costs of service provision as the price has continued, and will continue, to increase significantly. Concern was also raised about the increase in utility costs and the significant differences in the cost of water in different regions in NSW and in the ACT. The Group collected data from various councils to support their concerns and these differences in cost will be raised in the ACS submission to the Productivity Commission's Review, Caring for Older Australians.

ACS has continued to promote the importance of purchasing via articles in Brief Update and ACS Update and will be holding a further seminar

in August 2010 where these key issues will be discussed.

The Group's bimonthly meetings continue to provide a venue for exchanging information about opportunities for discounts and joint purchasing and monitoring the contracts relevant to aged care.

The Group has continued to invite several speakers to their meetings during the year so that all ACS members can access the most cost effective methods of purchasing. Guest speakers have addressed a variety of procurement topics including the purchasing of food products, IT including cloud computing and communication systems.

I would like to thank the members of the Group for their support and initiatives during the year. With increasing prices in key products such as fuel and electricity, purchasing will remain an important issue in the coming year.

The Group would also like to acknowledge the support of ACS staff in their endeavours.



ACS Advisory Committees 2009/10



AGED CARE INDUSTRY COUNCIL (NSW & ACT) BUILDING | COMMITTEE

CHAIRS JILL PRETTY CEO, ACS NSW & ACT
CHARLES WURF CEO, ACAA-NSW

During 2009–2010 the focus of the Aged Care Industry Council (NSW & ACT) Building Committee has been to achieve the agreed outcomes of the Committee's Work Plan, to respond to proposed legislative changes and to be proactive in initiating proposed changes to Federal and State legislation which will benefit both providers and those involved in building.

During the year the Committee has been engaged in the following activities:

- The Committee has been seeking involvement in the review of the Certification instrument. Brian Corbishley from the Department of Health and Ageing generously gave of his time and attended two meetings to discuss possible changes and to confirm that the Committee would be asked to review a draft. Unfortunately no further information on the review of the instrument has been received and the Committee will continue to keep this item on the agenda in the coming year.
- The Committee has continued to discuss with the NSW Department of Planning the inclusion of Aged Care day centres in the SEPP 5 Senior Living Policy. The Committee was recently informed that the Department has accepted our recommendation and is proposing a new definition in the policy document of Respite Aged Care Centres that covers aged people and people with disabilities.
- A revised Australian Standard for Disability Access AS1428 has been released but it was disappointing to see that it only covers people up to the age of 65. It means that Aged Care providers still need to meet this standard but to make it relevant for access for frail older people in residential aged care, it will involve considerable additional costs in engineering solutions. The Committee is forwarding a submission to the Productivity Commission's Review: Caring for Older Australians and requesting a definition for access is inserted into the BCA.
- The Committee has raised council levies as a concern, as these add considerable costs to the building of residential aged care. The Committee noted that no provision is made by councils to reduce these levies if the provider has introduced some sustainability initiative such as recycling of water. The Committee will include this issue in their submission to the Productivity Commission.
- The Committee has raised concerns about the definitions in the fire declaration form being unclear. It is pleasing to note that the Department, in response to a recommendation contained in a 2009 Productivity Commission Report, has decided to move to exception reporting for the annual fire safety declaration. As of 1 July 2010 the requirement for the aged care industry to submit an annual fire safety declaration for aged care homes that have

met state, territory and local government authority fire standards has been abolished. The annual fire safety declaration will be replaced by an obligation on approved providers to advise the Secretary by written notice of non-compliance with relevant state, territory or local government authority fire standards.

The Committee continues to make a significant contribution to the aged care industry and the time given by the Committee both at meetings and out of session is very much appreciated.





LEARNING & DEVELOPMENT | ADVISORY COMMITTEE

CHAIR VIV ALLANSON

IMPROVEMENTS TO THE LEARNING CENTRE IN 2010:

- The Learning Centre and RTO have had a number of new courses added to our scope. In the Learning Centre one of the most valued courses is the Role of the RN in the Contemporary Aged Care Environment. This course is always well attended by RNs who are both experienced and new to the sector and the feedback from the course is extremely positive
- Another popular new course is Bullying & Harassment. This has been well received and was added to our courses due to demand
- The RTO has introduced a number of one day accredited courses, such as OHS Risk Assessment & Management and Communication, Conflict & Negotiation Skills. Both courses have been well received and evaluations of both courses have been positive. Tried and trusted courses such as the Assessor course still prove to be very popular
- Overall the evaluations of all courses have been good and any suggested changes are considered by staff.

The increase in the number of courses and participants is due to a number of factors. I believe those to be:

- The information received from the training survey was acted on and we have delivered courses that are relevant to the industry
- The revised, new look calendar
- Accreditation by The College of Nursing for Continuous Professional Development Hours to a number of our courses
- The hard work of a very committed team.

THE ROAD AHEAD

In the past week ACS has had an increase to its scope of registration with the inclusion of the TAE10 training package. This package replaces the Certificate IV in Training & Assessment TAA40104. We are scheduled to begin training from the new package early in 2011. In 2011 we will also be looking at adding Certificates III & IV in Disability to our scope. We have received a number of enquiries regarding qualifications in disabilities and it is a natural progression that people suffering from disabilities will age and need assistance from the Aged Care sector.

REPRESENTING ACS

The Learning Centre Manager has been involved in a number of industry reference groups this year, including:

- Oral Health in Aged Care
- 'Skilling up for Oral Health' – Community Services & Health Industry Skills Council – Oral Health Forum
- The Board of Studies NSW 'Human Services industry Curriculum framework'.

The third of these is very exciting for our industry because of the changes to the VET in Schools framework under Human Services. Students have been able to partially complete the Certificate III Aged Care, plus several certificates in Health Care for some time. However the biggest change is that these students will now have the opportunity to sit an exam that will count towards their entrance into university (ATAR). There is also a workplace component of 20 hours per student to the courses. I am hoping that ACS members will be able to assist us with hosting students for the workplace component. It is hoped that through this initiative, we will see more young people joining the aged care workforce.

NEW COURSES

ACS has begun delivering the Certificate IV in Frontline Management. At present one course is being delivered onsite, with a second course, funded through Better Skills Better Care 6 and also with fee paying students, will begin in August.

Other initiatives include:

- The JobReady student management system purchased by the Learning Centre. This is a requirement under the 2010 Australian Quality Training Framework. The system will give us a much easier registration process with ease of reports and certification
- Together with the SMS we have developed an online registration and payment system for our members. All facilities should have received a letter containing information on the new system plus a username and password for the online system. Visitors to the ACS website can click on the Learning Centre tab, choose either an accredited or non accredited course and proceed through the steps to register and pay for the desired course.

2011

The staff and I are looking forward to another innovative year in 2011 with a new survey on member training requirements to be sent to our members in the very near future. The results of the survey will again be used by the Learning Centre to establish new training courses and to review the current courses.

ACS Learning Centre

Short Courses	72
RTO Courses	29

Business Development Report

EVENTS | 2009/10

POSITIVE LIVING CARE IN AGED CARE SEMINAR & AWARDS DAY

August 17, 2009

Participants = 83

NSW HACC & COMMUNITY CARE CONFERENCE

August 25 - 26, 2009

Participants = 833

ACS NORTHERN REGION CONFERENCE

November 26 - 27, 2009

Participants = 102

ACFI DAY SEMINAR

December 4, 2009

Participants = 155

ACS REGIONAL FORUM - DUBBO

March 11, 2010

Participants = 74

ACS STATE CONFERENCE

April 29 - 30, 2010

Participants = 310

AFTERNOON SEMINARS 2009-2010

ACS ran 10 events throughout the year.

Participants = 302

TOTAL NUMBER OF PARTICIPANTS
ACROSS ALL EVENTS = 1,859

(Please note, these numbers include member registrants, non-member registrants, speakers, exhibitors and staff)

ACS | CORPORATE SPONSORS

GOLD SPONSOR

Paynter Dixon

SILVER SPONSOR

Health Super

BRONZE SPONSORS

HESTA

Programmed Property Services Ltd

Moore Stephens

Realise Performance

ACS | NATIONAL PARTNERS

ANZ Bank

Health Super

HESTA Super Fund

Kennedy Strang Legal Group

TENA

Thomson Adsett

Zurich Financial Services

ACS | NATIONAL CORPORATE SUPPORTERS

Aged Care Specialists

Australian Strategic Services



ACS | STATE CORPORATE SUPPORTERS

Access Office Systems	Kwiklee Pty Ltd
AceTek Systems Pty Ltd	Leana Street Consulting Pty Ltd
Advance Commercial Laundry Equipment	Leecareplus
Aged Care Specialists	Lille Healthcare
Agewell Physiotherapy	Macquarie Private Wealth
AIM Software Pty Ltd	Management Advantage
Alchemy Technology	Materialised
Allianz	Medical Industries Australia
ANZ Bank	Mercury Executive Recruitment
Aqualogic Laundry Systems	Micall Systems Pty Ltd
Atkinson Vinden Pty Ltd	Moore Stephens
Australian Christian Services	Moving On Audits
Bayton Health Support Services	Nationwide Health & Aged Care Services
Brightsky Australia	Oxley Home Care
Care Systems	Paul Hartmann Pty Ltd
Care Co	Paynter Dixon Constructions P/L
Carol King	Polyflor
Catering Industries Pty Ltd	Practicare
Clinicall	Procura
Commercial Laundry Appliances	Programmed Property Services Ltd
Consult Point	QPS Benchmarking
Creative Business & Management Consultants	Quad Services Aged and Health Care Division
Creek Solutions	Questek Australia Pty Ltd
Eclipse	Realise Performance
Ecolab Pty Limited	Rosemary Neale Nursing Advisory Service Pty Ltd
EPAC Salary Solutions	Safety and Mobility Pty Ltd
Epicor Software Australia	Sanicare
Eric Wood Consulting	SCA Hygiene Pty Ltd
Express Glass	SmartCare
Flower and Samios Pty Limited	Sodexo Seniors
Gadens Lawyers	Software North
GEO Flooring Pty Ltd	Stanhope Healthcare
Gow-Gates Group	Stewart, Brown & Co.
Grindley Construction	The Essence Consulting Group
Guild Accountants	Thermoguard Valves
Health Super Pty Ltd	Tunstall Response
HESTA	Unique Care
HET Software	Verso Consulting Pty Ltd
HIP Super Fund	Vital Health Recruitment
Home Instead Senior Care	Vivir
INS Health Care	Wallace Mackinnon & Associates
John R Turk	Webstercare
Kennedy Strang Legal Group	Zurich
Kimberly-Clark Personal Care	

ACS State Corporate Supporter scheme operates parallel to the National Supporter scheme managed by ACSA. This year the total number of ACS Supporters is 96 - that is seven National Partners, two National Corporate Supporter and 87 State Corporate Supporters. Many of these companies have supported ACS by participating in conferences, sponsoring events and advertising in the ACS Update magazine.

Their support and active participation in our Association enhances the services we can offer members while also providing valuable sector feedback into the development of their products and services. ACS continues to build on these relationships to strengthen the image and profile of the aged sector.

To ensure this scheme is valued by ACS Supporters, we encourage members to make use of the Corporate Supporter section of the ACS website when sourcing new products and services (please note ACS does not endorse any particular supplier). Here you will find a categorised listing including company contact details and a link to the company's website. Also in this section of the website ACS Supporters are given the opportunity to write a feature story to provide Members with current information about their products or services.

ACS continues to offer Corporate Sponsorship packages for those Corporate Supporters who wish to gain a high level of exposure through ACS. The Gold, Silver and Bronze packages allow Corporate Supporters to bundle their sponsoring, exhibiting and advertising together.

ACS also acknowledges the support of the National Partners, National Corporate Supporters and State Corporate Supporters for 2010.

ACS Regional Committees

CENTRAL COAST | REGIONAL COMMITTEE

CHAIR PHILLIP WALSH
VICE CHAIR GLEN GILLINGHAM
SECRETARY KAREN ORMAN

This year commenced with a visit from Jill Pretty supported by an excellent representation from our members eager to hear how the industry was developing, particularly from an industrial relations point of view. It was an informative afternoon and many members left the meeting understanding the directions ACS was taking.

As is usual, participation in future meetings dropped off and this remains one of our major concerns on the Central Coast from a regional committee perspective. All facilities advise us that this is not simple lethargy but is directly related to the increase in their administrative burden. Managers cannot afford time away from their facilities and the demands from their daily workloads are greater today than ever before.

Our Christmas meeting this year was held as a social function. Whether it was the inclusion of some Christmas cheer or simply the season, this meeting proved successful with a positive exchange of ideas coupled with a more relaxed approach to networking.

In April this year we met with the Member for Robertson, Ms Belinda Neal, to discuss the central issues concerning our industry. Although it was a spirited meeting it appeared the member was prepared to support us in obtaining change. Nevertheless progress came to a halt once the member lost her battle for pre-selection. One of our other concerns is that none of our political leaders seem to stay around long enough to develop real change and so the wheel has to turn once again. I am sure our industry leaders get frustrated with the merry-go-round we have experienced with Federal Ministers.

Last but not least I would like to thank Mrs Jennifer Eddy who has been the long serving secretary to our Committee. Jennifer carried out her duties in a most professional manner. I am pleased to note that Jennifer will be continuing to attend our meetings and therefore her experience will not be lost to us.

Looking ahead, the most prominent issues our region faces have not altered from previous years. These issues are the shortage of appropriately trained and experienced staff; the public impression of our industry, which is formed by adverse media articles; and of course inadequate funding that stifles many of the advances our facilities would like to create.

Thank you to the management and support staff within ACS. We look forward to working together in 2011 and bringing the change to our industry which is dearly needed.

FAR SOUTH COAST | REGIONAL COMMITTEE

CHAIR JIM BUTTERWORTH
SECRETARY/TREASURER
KATHY MILLER

What a year we have had, with ever increasing demands on our time, but we love it. We were pleased to welcome new facility managers and we look forward to working with them for our common good.

Just to keep us all interested and talking, our meetings are rotated from the north to south, ie, this year at Banksia Village, Broulee, Hillgrove House, Bega and Imlay District Nursing Home at Pambula.

Discussion takes in the major issues and concludes with local issues, all are of interest. These include Training, Medicare On Line Training, Budgets, Menus, Accreditation, Police Checks, Food Safety, Collective Agreements, ACFI, and more recently Occupancy Levels.

The Regional Committee looks forward to working in collaboration with 'The Grand Plan' as we are serious about achieving aged care reform for both our residents and our staff.

We thank all our partners on the Far South Coast for their support.



FAR NORTH COAST | REGIONAL COMMITTEE

CHAIR PHILLIP CARTER
SECRETARY PETER CRANE

This year again has been interesting to say the least. The meetings have been brought back to three a year; we struggle to get between two and six at these meetings. It is evident that amidst the pace of business, meetings, networking, etc., there is just not enough time for the majority to attend the meetings. We are finding, however, that between Ballina and Tweed, people are making interagency meetings and community care networking meetings in good numbers.

There certainly has been no transformation in the way the Federal Government perceives Aged Care – rather it's the same old rhetoric. 'Record funding' is all we continually hear every time the Minister speaks. The record, I'm afraid, is cracked unless this record funding is injected into actually assisting with operation and capital development. To my knowledge the Far North Coast has not received any of the funding.

In view of the COPO, which was only 1.7%, every provider is still optimistic about the aged care industry. They all enjoy working with and being advocates for aged people. I would be concerned if providers – small, large, not-for-profit or private – gave up trying to lobby for funds to continue to provide a quality delivery of care to every aged person who comes through their doors. I don't think the Government realises it takes money to run a business – the days of fresh air and sunshine are long gone! Aged people need the industry to continue to lobby for them because the Government has taken its eyes off them.

HUNTER | REGIONAL COMMITTEE

CHAIR KAREN BEST
SECRETARY DAVID KNIGHT

Jill Pretty attended a meeting in the Hunter this year at Maroba and discussed ACS State and National initiatives.

We have had presentations by Sustainable Living Projects and solar panelling companies.

Members of the Hunter Regional Committee include representatives on the ACS Board, ACS Residential Care Advisory Committee, ACS Purchasing Reference Group, ACS Learning & Development Committee and ACS Housing & Retirement Living Committee. We receive a report from these representatives at each bimonthly meeting.

Hunter members have discussed and networked on 'The Grand Plan', the lobbying of local members and how to do this, the 1.7% indexation, IT systems and their implementation and effectiveness, workers compensation, the new retirement villages legislation, solar panelling options and implementation, the Purchasing Reference Group database, Church Resources, effect of adverse media and regional education needs.

The Hunter Regional Committee remains a wonderful forum to raise and discuss issues of concern for members and also to share success stories within organisations.

Any issues we have taken to ACS have been responded to quickly and efficiently providing great member satisfaction.

ILLAWARRA | REGIONAL COMMITTEE

CHAIR MARK SEWELL

Three events this year brought Illawarra ACS member organisations together to assist their continual transformation for the future.

On 24 September 2009 Warrigal Care hosted a Medicare on-line training session to ensure providers were maximising their ACFI claims in an efficient and accurate way. Maximum allowable and timely funding is essential especially with the increasingly tight margins in aged care services.

UnitingCare at Unanderra hosted a regional meeting on 25 February 2010 where ACS CEO Jill Pretty consulted with members about the ACS draft Strategic Plan and new directions for ACS members. Max Hopkins from Stewart Brown Business Solutions also presented their Aged Care Financial Performance Survey for 2009 to ensure members know where they perform against national benchmarks in aged care.

Shadow Minister for Ageing, Senator Fierravanti-Wells and Government member for Cunningham, Sharon Bird MP, addressed staff and consumers of aged care services at an Aged Care Forum, on 20 May 2010. ACS directors Mark Sewell, Nieves Murray and Rex Leighton spoke and raised issues of concern. Jill Pretty launched the Campaign for the Care of Older Australians in the region and good media coverage was achieved.

The region is blessed with three enthusiastic ACS directors, many committed providers and staff, and older consumers of services who feel passionate about the need to transform services to ensure there is a good range of quality services for all who need them now and in the future.

ACS Regional Committees

MID NORTH COAST | REGIONAL COMMITTEE

CHAIR DENNIS MARKS
SECRETARY HOWARD WHITELAW

The Mid North Coast Region is no different than other regions of NSW as far as having to survive in a very difficult environment.

Members have supported the national Image Campaign and would hope that it achieves its goals, in particular the securing of adequate funding to continue to provide quality care.

The role of the Registered Nurse has been reviewed with some members introducing different clinical/caring roles for not only RN's but also other care staff.

Person Centred Care has been introduced by many members and we will have to wait to see if this concept can be realised satisfactorily within the limited resources members currently have available.

Many workforce issues have been resolved with the involvement of the ACS supported IDEAS Program which included recruitment/retention programs.

Our regional group continues to meet on a regular basis with minor alterations to the location and agenda of meetings. Numbers are still low

but there is a good coverage of members depending on where the meeting is held. This is probably due to travel time.

Members are making decisions and arrangements for the future because there is no certainty of funding levels and that the comfortable situation of experiencing high occupancy levels will not continue due to increased competition and possibly an oversupply of residential beds.

Members are concerned that without adequate funding their very survival is in doubt.

Community care continues to be the growth area but again there is no certainty for future viability/sustainability of members with a number of new players coming into the market and the limitations put on the number of available packages in any geographical location.

Members find themselves not being able to expand to offset the rising costs or containing costs of providing their services.

ORANA & FAR WEST | REGIONAL COMMITTEE

CHAIR TONY BARLOW
SECRETARY/TREASURY JAN BROOK

Names of Office Bearers: Chair, Tony Barlow (Timbregongie House); Secretary/Treasurer, Jan Brook (Timbregongie House); Vice Chair, Cath Bush (Koonambill Hostel); Asst. Secretary/Treasurer, Sue Trudgett (Dubbo RSL Aged Care).

Many of our members travel huge distances to attend meetings, but despite this we continue to have good attendances. We average eight to ten at our meeting and these are conducted on an open forum basis. Our members openly share their problems as well as their solutions and we value the input of the larger organisations who generously share their knowledge and expertise. A number of our organisations have a small management team and look forward to the opportunity to network with the other operators.

One solution to our attendance numbers in our region is to offer the hosting of meetings to members. We hold one meeting in Dubbo each year, but the rest of the meetings are shared around. This reduces the travel for some of our members.

One problem being encountered in our region reflects the trend in other regions and that is the increasing instances of empty beds. Despite this, a number of facilities are extending and/or refurbishing their hostels and nursing homes, and others are expanding their number of village units.

As our funding declines and our costs rise we are all looking for different ways to survive, and in particular to survive the ever increasing paperwork and the restrictive and punitive legislation. I applaud our hard working managers and CEOs for sticking with it.

We again hosted the regional forum, and members had an even better opportunity to network. Thank you to ACS for bringing us this event. To make this event even bigger and better, it is up to us to provide ACS with feedback as to the content that will help us do our jobs better, and hopefully easier.

And so for another year...



SYDNEY SOUTH METROPOLITAN | NETWORK

CHAIR PAUL HOLDING

During the 12 months to 30 June 2010 the Sydney South Metropolitan Network met four times, roughly on a quarterly basis. The meetings were held at different venues and attendances were consistent but not greater than ten people, representing about half the number of people on the distribution list. Attendance is limited by pressure of work and the fact that some larger organisations have their own networking arrangements. Each meeting included lunch, a guest speaker, an industry update following Regional/Metropolitan teleconferences with ACS CEO, Jill Pretty, and a local issues discussion.

All guest speakers were from ACS: Jill Pretty, Col Frize (standing in for Geoff Liggins), Janine Lundie and Margaret Burndred.

- Jill covered the current industry issues, particularly endeavours to achieve a better financial structure for the industry. The meeting also provided an opportunity for members to talk with the ACS CEO about their current matters of concern
- Col provided a general update on industrial issues but spoke in detail about the Enterprise Agreement process
- Janine was able to talk at length about current residential aged care issues
- Margaret provided an update on the forthcoming education program being undertaken by ACS.

All in all, the guest speakers provided an excellent insight into their areas of expertise.

Towards the end of the year the network was working towards a meeting with local MPs as a means of highlighting the need for fundamental reform of the funding structure for aged care.

The network will continue to meet on a quarterly basis and all interested members are invited to attend.

SYDNEY WEST METROPOLITAN | NETWORK

CHAIR PETER MACKIE

The Sydney West Metropolitan Network is an active group that usually holds six meetings a year, on the third Tuesday of each second month. Due to a clash with other activities, we had to cancel our August 2009 meeting.

We have approximately 30 members, representing about 25 different organisations. Average attendance during the last year was 11, with a maximum attendance of 14.

Our practice has been to have a guest speaker about every second meeting. Guests this year have been:

- Damien Wheelahan of Gow-Gates who presented a very useful session on managing workers compensation cases and controlling premiums
- Jill Pretty, CEO of ACS, who gave a comprehensive overview of the Aged Care Industry and the work that ACS is doing to help improve the industry. Jill also led a lively discussion about the Aged Care Industry Council's submission for the Federal Budget

- Hon Jason Clare MP, Member for Blaxland. The meeting with Jason was a very good opportunity for us to present the issues concerning aged care to a politician who has good entrée to the then Deputy Prime Minister, Julia Gillard.

Our meetings usually include 'round-table discussions' on topics of interest raised by members. The experience and knowledge shared provides support to all members. Major issues discussed throughout the year included:

- Accreditation
- Experiences with the introduction of the ACFI
- The requirements of the NSW Food Authority
- Pastoral care education programs.

In addition to the regular meetings, members value the opportunity to network by telephone and email. Our meetings are held at Our Lady of Consolation Aged Care Services and we thank them for their hospitality.



ACS Membership

COMPANY	CITY		
Abel Tasman Village Association Ltd	CHESTER HILL	Blue Care South Coast Residential Cluster	ELANORA
Adelene Retirement Village	WYOMING	Blue Haven Retirement Village	KIAMA
Adria Village Limited	STIRLING	Blue Mountains Villages Limited	KATOOMBA
ADSSI Limited	TUGGERAH	Booroongen Djugun Aboriginal Corporation	KEMPSEY
Albert Court Hostel	EDGECLIFF	Boorowa Hostel Committee Inc	BOOROWA
Alkira Hostel Inc	GUNNEDAH	Brisbane Water (NSW) Legacy	GOSFORD
Alkira Respite Service Inc.	TORONTO	Broken Hill City Council	BROKEN HILL
Allambie Heights Village Ltd	ALLAMBIE HEIGHTS	Bundaleer Care Services Ltd	WAUCHOPE
Alzheimer's Australia NSW	NORTH RYDE	Byron Aged Care Limited	BYRON BAY
Anglican Care	BOORAGUL	Canterbury Multicultural Aged & Disability Support Service Inc.	CAMPBIE
Anglican Retirement Villages	BAULKHAM HILLS	Care Connect Ltd	BLACKTOWN
Angicare Canberra & Goulburn	REID	CareWest Inc.	ORANGE
Angicare Chesalon Living	PARRAMATTA	Carrington Centennial Care Ltd	CAMDEN
Ashfield Baptist Homes Ltd	ASHFIELD	Catholic Care	NEWCASTLE WEST
Ashford Ageing Facility Inc	ASHFORD	Catholic Care of the Aged	PORT MACQUARIE
Aubrey Downer Memorial Orange Homes	POINT CLARE	Catholic Healthcare Limited	EPPING
Australian Chinese Community Association of NSW Inc.	SURRY HILLS	CatholicCare	SYDNEY
Australian Croatian Cardinal Stepinac Association Limited	ST JOHNS PARK	CatholicCare Canberra & Goulburn	FORREST
Australian Home Care Services Pty Ltd	CAMBERWELL	CatholicCare Wollongong	WOLLONGONG
Australian Nursing Home Foundation Ltd	BURWOOD	Cedar Place Aged Care Facility Ltd	WEST KEMPSEY
Australian Union Conference of SDA Church	RINGWOOD	Central Coast Community Care Association Limited	WOY WOY
Autumn Lodge Village Inc	ARMIDALE	Charingfield Ltd	WAVERLEY
Ballina District Community Services Association Inc.	BALLINA	Charlestown Caring Group Inc.	CHARLESTOWN
Balranald Shire Council	BALRANALD	Chatswood Community Care Association Ltd	CHATSWOOD
Banksia Villages Ltd	BROULEE	Chinese Australian Services Society Co-op Ltd	CAMPBIE
Bankstown City Aged Care Limited	GEORGES HALL	Christian Brethren Community Services	BAULKHAM HILLS
Baptist Community Services NSW & ACT	EPPING	Christophorus House Retirement Village	HORNSBY
Barraba and District Retirement Homes Association Inc	BARRABA	Clarence Valley Council Community Aged Care Packages	MACLEAN
Bay & Basin Community Resources Inc	SANCTUARY POINT	Clarence Village Ltd	GRAFTON
Bega and District Nursing Home	BEGA	Co.As.It	LEICHHARDT
Bellorana Limited	BELLINGEN	Cobar Shire Council	COBAR
Berrigan and District Aged Care Association Ltd	BERRIGAN	Coffs Harbour Legacy Nursing Home	COFFS HARBOUR
Bethshan Ministries Limited	WYEE	Coleambally Aged Persons Accommodation Association Inc.	COLEAMBALLY
Bland Shire Council	WEST WYALONG	Community Care (Northern Beaches) Inc.	MONA VALE
		Concord Community Hostel Ltd	RHODES



Aged & Community Services
Association of NSW & ACT
Incorporated

Cooee Lodge	GILGANDRA	Garrawarra Centre	WATERFALL
Coolinda Aged Peoples Homes	LITHGOW	Gilgai Aboriginal Centre Inc.	HEBERSHAM
Coolinda Coonabarabran Limited	COONABARABRAN	GLAICA Ltd	TUNCURRY
Coolamon Shire Council	COOLAMON	Glen Innes Severn Council	GLEN INNES
Cooma Challenge Limited	COOMA	Goodwin Aged Care Services Ltd	FARRER
Cooma-Monaro Shire Council	COOMA	Gosford RSL Leisure Living Limited	WEST GOSFORD
Coonamble Hostel Association Inc 'Koonambil'	COONAMBLE	Great Lakes Nursing Home Ltd	BULAHDELAH
Cootamundra Nursing Home	COOTAMUNDRA	Greater Hume Shire Council	HOLBROOK
Cotswolds Village	NORTH TURRAMURRA	Greek Orthodox Community of NSW Ltd	LAKEMBA
Cowra Retirement Village Limited	COWRA	Greek Welfare Centre	NEWTOWN
Crookwell/Taralga Aged Care Ltd	CROOKWELL	Gulgong Hostel Association Inc.	GULGONG
Crowley	BALLINA	Gundagai and District Hostel Accommodation	GUNDAGAI
Darling House Aged Care Association Inc	DAWES POINT	Guyra Shire Council	GUYRA
Daughters of Our Lady of the Sacred Heart	KENSINGTON	Gwydir Shire Council	BINGARA
Deniliquin Nursing Home Foundation Ltd	DENILIQUIN	H N McLean Memorial Retirement Village Ltd	INVERELL
Denman and District Retirement Centre Association Inc	DENMAN	HACC Development Officers Network	
Disability Enterprises	LEURA	C/o Macarthur Disability Services	CAMPBELLTOWN
Diverse Community Care	RYDALMERE	HammondCare	SYDNEY
Dubbo RSL Aged Care Association Ltd	DUBBO	HarbisonCare	BURRADOO
Dungog & District Neighbourcare Inc.	DUNGOG	Hawkesbury Living Pty Ltd	RICHMOND
Dungog & District Retirement Living Ltd	DUNGOG	Hay Senior Citizens Association Inc.	HAY
East Lake Macquarie Dementia Service Inc.	BELMONT	Horton House	YASS
Elderly Australian Chinese Homes	CROYDON	Hunter New England Area Health Service	MUSWELLBROOK
Empowered Living Support Services Ltd - Bethel Aged Care Facility	ELERMORE VALE	Hunters Hill Congregational Church Retirement Village	HUNTERS HILL
Estonian Relief Committee Ltd	THIRLMERE	Illaroo Co-operative Aboriginal Corporation	NORTH NOWRA
Eventide Homes (NSW)	PADSTOW HEIGHTS	Illawarra Diggers Aged & Community Care Ltd	CORRIMAL
Feros Care Ltd	COOLANGATTA	Illawarra Multicultural Village Group Limited	WARRAWONG
Finley Regional Care Limited	FINLEY	Illawarra Retirement Trust	WOLLONGONG
Fitzgerald Memorial Aged Care Facility Limited	WINDSOR	Imlay House	PAMBULA
Fraternal Society of the Tripoli and Mena Districts Limited	LAKEMBA	Inasmuch Community Inc	SUSSEX INLET
Fraternity of the Holy Cross	KENTLYN	Indo-Chinese Elderly Hostel	BONNYRIGG
Frazer Court Committee Inc	PEAK HILL	Inner South-West Community Development Organisation	BARDWELL PARK
Fronthitha Care Inc.	CLAYTON SOUTH	Integratedliving Australia Ltd	MURRURUNDI
Garden Village Port Macquarie	PORT MACQUARIE	IRT-Peakhurst Retirement Village	PEAKHURST
		Jewish Care	BONDI JUNCTION

ACS Membership

John Paul Village	HEATHCOTE	Moulamein Retirement Village Incorporated	MOULAMEIN
Juliana Village Association Ltd	MIRANDA	Murray Haven Homes Inc	BARHAM
June Hostel For The Aged Inc 'Cooinda Court'	JUNEE	Murrurundi Retirement Homes Association Inc	MURRURUNDI
Kanandah Retirement Limited	MUDGEE	Nambucca Valley Care Limited	NAMBUCCA HEADS
Kimbarra Lodge - Aged Care Facility	GLOUCESTER	Narromine Homes For The Aged Inc.	NARROMINE
Kincare Community Services	BAULKHAM HILLS	National Council of Churches in Australia	STRATHFIELD
KOPWA Ltd	ROSEVILLE	Nazareth House	TAMWORTH
Kurrajong and District Hospital Society Inc	KURRAJONG	New Horizons Enterprises Limited	NORTH RYDE
Kurrajong Waratah	WAGGA WAGGA	North Sydney Retirement Trust	NORTH SYDNEY
Lachlan Lodge Committee	HILLSTON	Northern Coalfields Community Care Association Ltd	CESSNOCK
Lachlan Shire Council	CONDOBOLIN	Northern Rivers Social Development Council Inc.	LISMORE
Lady of Grace Nursing Home	DURAL	Novacare	NEWCASTLE
Lane Cove Community Aid Service	LANE COVE	On-Focus Incorporated	CASINO
Lee Hostel Committee Inc.	BLAYNEY	Our Lady of Consolation Aged Care Services Ltd	ROOTY HILL
Leigh Place Retirement Housing	ROSELANDS	Peninsula Village Limited	UMINA BEACH
Little Company of Mary Health Care Limited	SYDNEY	Penrith City Council	PENRITH
Little Sisters of the Poor	RANDWICK	Pioneer House Aged Care Inc.	MUDGEE
Living Care	RHODES	Pioneers Lodge Incorporated	GRIFFITH
Lundie House	GUNNEDAH	Polish-Australian Welfare Association	ASHFIELD
Lutheran Aged Care	ALBURY	Port Stephens Community Care Inc.	RAYMOND TERRACE
Macarthur Diversity Services Inc.	CAMPBELLTOWN	Port Stephens Veterans and Citizens Aged Care Ltd	SHOAL BAY
Mackillop Aged Care	DARLINGHURST	Presbyterian Aged Care (NSW & ACT)	SURRY HILLS
Maitland Benevolent Society Ltd	MAITLAND	Presentation Sisters	LISMORE
Marco Polo Aged Care Services Limited	UNANDERRA	Quirindi Retirement Homes Limited	QUIRINDI
Marian Nursing Home	NORTH PARRAMATTA	Residential Gardens For Spanish Speaking Frail Aged Inc	ROOTY HILL
Maroba	WARATAH	Roman Catholic Church - Lismore Diocese	WEST KEMPSEY
Maronite Sisters of the Holy Family	MARRICKVILLE	Royal Freemasons' Benevolent Institution	SYDNEY
Medi-Aid Centre Foundation Ltd	NORTH RYDE	RSL (QLD) War Veterans' Homes Limited	FORTITUDE VALLEY
Mercy Aged Care Services Singleton	SINGLETON	Russian Relief Association of St Sergius of Radonezh	CABRAMATTA
Mercy Care Centre	YOUNG	Rylstone Kandos Aged & Disabled Association Incorporated	KANDOS
Mid North Coast Community Care Options Inc.	COFFS HARBOUR	Sawtell Catholic Care of the Aged	TOORMINA
Mission Australia	SYDNEY	Seventh-day Adventist Aged Care (Greater Sydney) Ltd	NORMANHURST
Monaro Retirement Villas Limited	COOMA	Seventh-day Adventist Aged Care (North NSW) Ltd	COORANBONG
Moree Care for the Aged Association Inc.	MOREE	Sisters of St Joseph Aged Care Services (NSW)	HUNTERS HILL
Morshead Home	LYNEHAM	Snowy River Shire Council	BERRIDALE

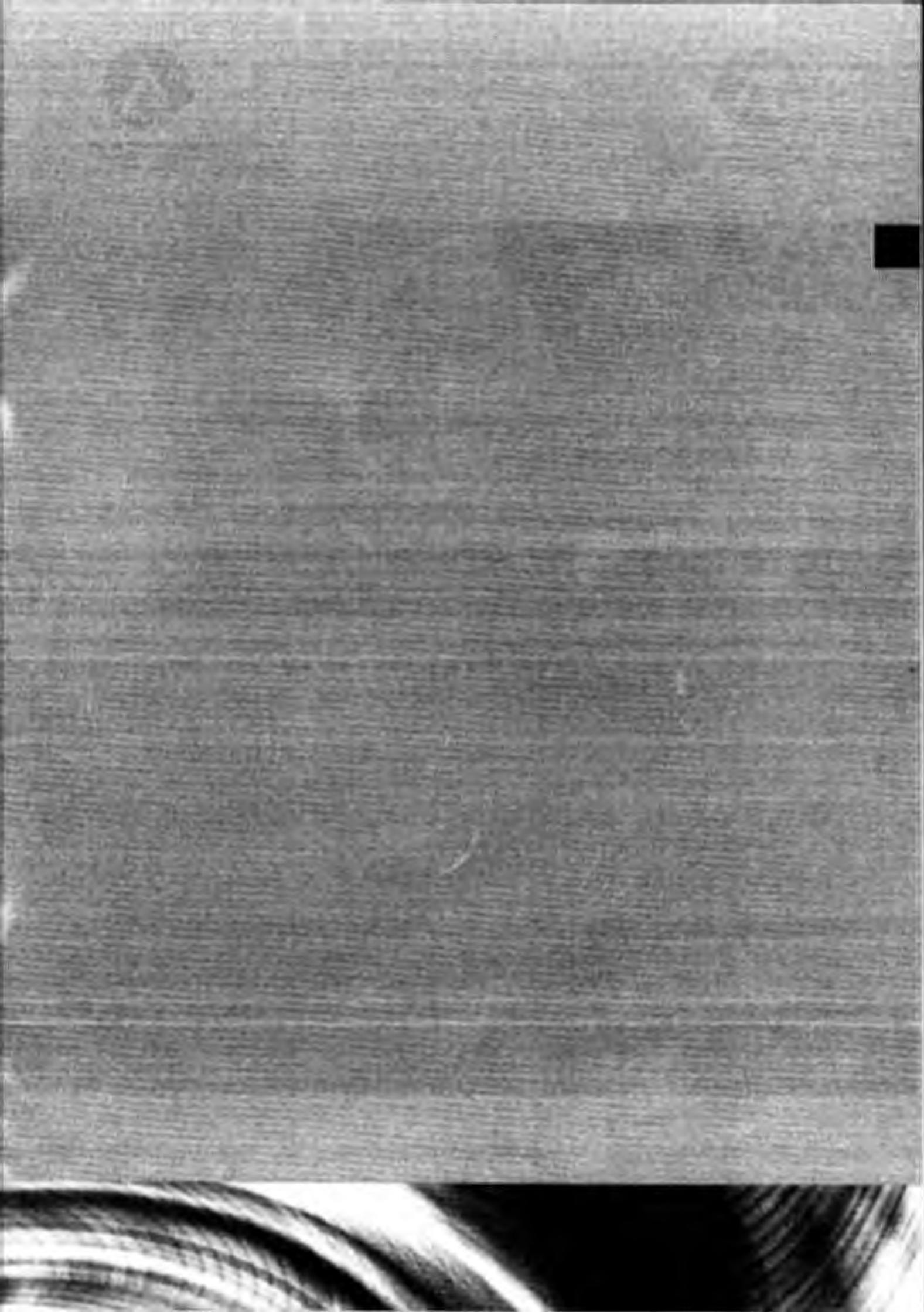
South West Italo-Australian Association	BOSSLEY PARK	The Vasey Housing Association, NSW	SYDNEY
Southern Cross Care (Broken Hill) Ltd	BROKEN HILL	Thomas Holt Villages	SUTHERLAND
Southern Cross Care (NSW & ACT)	MERRYLANDS	Three Tree Lodge	BOWENFELS
Southlakes Carers Inc.	MORISSET	Timbreebongie House Incorporated	NARROMINE
St Andrews Village Ballina Ltd	BALLINA	Tinonee Gardens The Multicultural Village	WARATAH
St Basil's Homes	LAKEMBA	Tocumwal Lions Community Hostel Ltd	TOCUMWAL
St Carthage's Community Care	GOONELLABAH	Touriandi Limited	BINGARA
St Catherine's Aged Care Services	EASTWOOD	Trustees of Catholic Aged Care Sydney - Rosary Village	YENNORA
St Cuthbert's Retirement Living Complexes Inc.	TWEED HEADS	Trustees of Catholic Aged Care Sydney - St Joan of Arc Villa	HABERFIELD
St Dominic's Hostel	BLACKTOWN	Trustees of the Marist Brothers	DRUMMOYNE
St Elizabeth Home	DEAN PARK	Tulgeen Group	BEGA
St George Migrant Resource Centre	ROCKDALE	Twilight Aged Care	CHATSWOOD
St Hedwig Village	BLACKTOWN	United Protestant Association NSW	WAHROONGA
St Joseph's Village Limited	AUBURN	UnitingCare Ageing	SYDNEY
St Luke's Care	POTTS POINT	Upper Hunter Shire Council	SCONE
St Mary's Villa	CONCORD	Uralba Retirement Village	CARCOAR
St Nicholas Home for the Aged	KINGSTON	Uralia Shire McMaugh Gardens	URALLA
St Simeon Village	ROOTY HILL	Vietnam Veterans Keith Payne VC Hostel Ltd	NORAVILLE
Stewards Foundation of Christian Brethren	BURWOOD	Villaggio Italiano Limited	PAGE
Storm Retirement Village	TAREE	Walgett Aged Accommodation Incorporation	WALGETT
Strathearn Village	SCONE	Wangi District Workers' Club Limited	WANGI WANGI
Stroud Community Lodge Inc	STROUD	War Widows Guild of Australia NSW Limited	SYDNEY
Sydney Latvian Society Ltd	STRATHFIELD	Waratah Respite Centre (Mid North Coast) Inc	COFFS HARBOUR
SydWest Multicultural Services Inc	BLACKTOWN	Warmington Lodge	YASS
Tamworth Regional Council	MANILLA	Warrigal Care	ALBION PARK RAIL
Tanderra Lithgow Incorporated	LITHGOW	Wentworth District Hostel Society Incorporated	WENTWORTH
Teloca House	NARRANDERA	Wesley Mission	SYDNEY
Tenterfield Care Centre Ltd	TENTERFIELD	Willoughby Retirement Community Association	CHATSWOOD
The Australian Chinese & Descendants Mutual Association Aged Hostel	CANLEY VALE	Wommin Bay Hostels Ltd	KINGSCLIFF
The Benevolent Society	PADDINGTON	Woodhaven Management Committee	LOCKHART
The Haven Community Limited	WAGGA WAGGA	Woolgoolga Aged Care Centre	WOOLGOOLGA
The Oaks Country Village	BEGA	Woy Woy Community Aged Care Limited	WOY WOI
The Salvation Army (NSW) Property Trust	SYDNEY	Wyanga Aboriginal Aged Care Program	REDFERN
The Trustees of the Society of St Vincent de Paul (NSW)	LEWISHAM		

Industry Advice Scheme Members

Aspen Communities Ltd	PERTH
Bennettcare Investments Pty Ltd	ARTARMON
Coffs Coast Health & Community Care Pty Ltd	TOORMINA
Grafton Aged Care Home Pty Limited	GRAFTON
Hardi Nursing Home Management Pty Ltd	BONDI JUNCTION
Hospitals Contribution Fund (HCF)	SYDNEY
Hunter Valley Care Pty Limited	ELERMORE VALE
Just Better Care	BALGOWLAH
Kenna Investments Pty Ltd	KOGARAH
Keverin Investments Pty Ltd	NEUTRAL BAY
Majestic Health Care Group Pty Ltd	KOGARAH
Merimbula Home Nursing Service Pty Ltd	MERIMBULA
Private Care	LINDFIELD
SOS Nursing & Home Care Service Pty Ltd	TAMWORTH
Sue Mann's Nursing & Community Care	ERINA

Life Members

Miss Carol Allen	NORTHMEAD
Mr Jack Banks OAM	ROSELANDS
Mr John Cowland	BLACKBUTT
Rev John T. Griffiths	TURRAMURRA
Mr Noel Howard OAM	KIAMA
Rev Neville Keen	WOY WOY
Mrs Clare Lewis	CORLETTE
Mr Graeme Mitchell	HURSTVILLE
Mr Ron Robertson	GORDON
Mr John Stanton	MITTAGONG
Miss Betty Strothers	MARSFIELD
Mrs Margaret Williams	MIRANDA
Mr Ian Wilson OAM	KIAMA DOWNS
Mr George Wright	BOORAGUL





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ACS | ANNUAL REPORT 2009/10

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ACS | FINANCIAL REPORT 2009/10

transforming the future

2	Operating Report
4	Statement of Financial Position
5	Statement of Comprehensive Income
6	Statement of Changes in Equity
6	Statement of Cash Flows
7	Notes to the Financial Statements
20	Board of Directors Statement
21	Independent Audit Report

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Operating Report

The Directors present the operating report of Aged & Community Services Association of NSW & ACT Inc. for the year ending 30 June 2010 and report as follows:-

Names of Directors

The names and positions of the Directors who held office during the year were:

NAME OF DIRECTOR	POSITION HELD
Mr Christopher Rigby	President
Mr Ian Wilson	President <i>(Resigned October 2009)</i>
Dr. June Heinrich	Vice President
Ms Vivienne Allanson	Director
Mr Philip Armstrong	Director
Mr John Baremans	Director <i>(Resigned August 2009)</i>
Ms Jennene Buckley	Director <i>(Resigned October 2009)</i>
Mr Rob Evers	Director
Mr John Ireland	Director
Dr Stephen Judd	Director
Mr Rex Leighton	Director
Ms Gillian McFee	Director
Ms Nieves Murray	Director <i>(Appointed October 2009)</i>
Mr Raad Richards	Director
Mr Paul Sadler	Director
Mr Mark Sewell	Director <i>(Appointed October 2009)</i>
Ms Prue Sky	Director <i>(Resigned October 2009)</i>
Ms Barbara Squires	Director <i>(Appointed October 2009)</i>
Mr Stephen Walkerden	Director

The Directors were in office for the whole of the financial year unless otherwise stated.

Operating Report

Principal Activities

The principal activities are detailed in the Annual Report provided to all members of the Association prior to the Annual General Meeting.

The principal activities of Aged & Community Services Association of NSW & ACT Inc. (ACS) are:-

1. Representing as the peak body and registered employers' association, religious, charitable and community based not-for-profit providers of aged and community care services in NSW and ACT. ACS also offers services to for-profit organisations through our Industry Advice Scheme.
2. Offering members a range of services, including policy and advice on best practice in the areas of industrial relations, human resource management, clinical care, organisational change and financial management. This covers the full range of issues for residential aged care, community care and retirement villages.
3. Offering as a registered training organisation an extensive training program, ensuring member organisations and their staff are able to upgrade skills and keep abreast of ongoing changes in aged and community care.
4. Offering advice and encouragement to members to help them achieve best practice in compliance with the legislation governing aged and community care, including the *Aged Care Act 1997*, *NSW Retirement Villages Act 1999* and *ACT Code of Practice for Retirement Villages*.

There has been no significant change in the nature of the Association's principal activities from the previous year.

Operating Result

The operating result of the Association for the financial year was an operating surplus of \$472,677 (2009: \$3,429).

Significant Changes In State Of Affairs

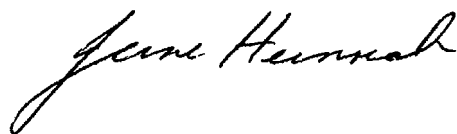
There were no significant changes in the state of affairs of the Association during the financial year.

Other Information

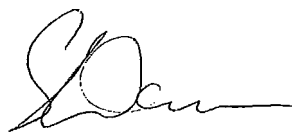
In compliance with S 254(2) of the *Workplace Relations Act 1996* and Regulation 159 of the *Workplace Relations (Registrations and Accountability of Organisations) Regulations 2003*, the directors provide the following additional information:

1. The Association at the end of the financial year had 277 members.
2. The Association had 24 employees at the end of the financial year.
3. The Superannuation affairs of the Association are conducted by Independent Fund Managers on behalf of the employees. No Director, Officer or Member of the Association has any involvement with the Association's Superannuation. Employees choose their own Superannuation Fund.
4. Members have the right to resign from the Association at any time by furnishing written notice. This right means the Association rules meet the requirements of S174 of the *Workplace Relations Act 1996*.

This report is made in accordance with a resolution of the Board made on 13 September 2010 and is signed for and on behalf of the Board by:



June Heinrich
Vice President



Stephen Walkerden
Director

Statement of Financial Position

AS AT 30 JUNE 2010

ASSETS	Note	2010 \$	2009 \$
Current assets			
Cash and cash equivalents	5	3,667,343	2,217,334
Trade and other receivables	6	522,779	641,532
Total current assets		4,190,122	2,858,866
Non-current assets			
Property, plant and equipment	7	271,388	245,759
Total non-current assets		271,388	245,759
TOTAL ASSETS		4,461,510	3,104,625
LIABILITIES			
Current liabilities			
Trade and other payables	8	2,981,046	2,111,439
Provisions	9	208,696	187,600
Total current liabilities		3,189,742	2,299,039
Non-current liabilities			
Provisions	9	9,726	16,221
Total Non-Current Liabilities		9,726	16,221
TOTAL LIABILITIES		3,199,468	2,315,260
NET ASSETS		1,262,042	789,365
EQUITY			
Retained earnings		1,262,042	789,365
TOTAL EQUITY		1,262,042	789,365

The accompanying notes form part of these financial statements.



Agreed & Certified by the Board
/ 2009 Annual Report & AGM
14/04/2010

Statement of Comprehensive Income

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
REVENUE			
Current Capital Revenue	5	4,804,866	3,860,111
Other Income	5	13,257	-
		4,818,123	3,860,111
EXPENSES			
Current Expenses			
Staff costs		(1,551,288)	(1,513,108)
Administration expenses		(603,043)	(556,617)
Consultancy		(65,136)	(51,895)
Depreciation and amortisation	4	(109,212)	(111,647)
Events		(17,298)	(219,763)
Learning Centre expenses		(89,153)	(253,570)
Office accommodation		(279,800)	(200,907)
Project expenses		(607,778)	(611,527)
Subscriptions		(219,560)	(185,730)
		(4,315,146)	(3,956,632)
PROFIT			
Profit before income tax		472,677	3,429
Income tax expense		-	-
		472,677	3,429
INCOME			
Other comprehensive income		-	-
		472,677	3,429

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

FOR THE YEAR ENDED 30 JUNE 2010

	Retained Earnings \$	Total \$
Balance as at 30 June 2008	785,936	785,936
Profit for the year ended 30 June 2009	3,429	3,429
Other comprehensive income	-	-
Balance as at 30 June 2009	789,365	789,365
Profit for the year ended 30 June 2010	472,677	472,677
Other comprehensive income	-	-
Balance as at 30 June 2010	1,262,042	1,262,042

Statement of Cash Flows

FOR THE YEAR ENDED 30 JUNE 2010

	Note	2010 \$	2009 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers and government		5,920,448	4,338,419
Payments to suppliers and employees		(4,441,021)	(4,092,681)
Donations received		16,216	10,500
Interest received		69,950	111,569
Net cash flows from operating activities	14(a)	1,565,593	367,807
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		34,990	12,570
Purchase of property, plant and equipment		(150,574)	(33,690)
Net cash flows from investing activities		(115,584)	(21,120)
Net increase in cash and cash equivalents		1,450,009	346,687
Cash and cash equivalents at the beginning of the financial year		2,217,334	1,870,647
Cash and cash equivalents at the end of the financial year	14(b)	3,667,343	2,217,334

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1 | Statement of Accounting Policies

REPORTING ENTITY

The financial report is for the Aged & Community Services Association of NSW & ACT Inc. as an individual entity and domiciled in Australia. The Association is incorporated in New South Wales under the *Associations Incorporation Act 2009*.

The financial statements were approved by the Board of Directors on 13 September 2010.

BASIS OF PREPARATION

The financial report is a general purpose financial report prepared in accordance with Australian Accounting Standards (including Australian Accounting Interpretations), the requirements of the *Associations Incorporation Act 2009* and *Workplace Relations Act 1996*.

The functional and presentation currency of the Association are Australian dollars.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless otherwise stated.

Historical cost convention

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

SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial report are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Comparatives

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

Where the Association has retrospectively applied an accounting policy, made a retrospective restatement or reclassified items in its financial statements, an additional statement of financial position as at the beginning of the earliest comparative period will be disclosed.

Income Tax

The Association is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

Goods and Services Tax (GST)

Revenues, expenses and assets are a recognised net of the amount of GST except:

- (i) Where the GST incurred on a purchase of goods and services is not recoverable from the taxation authority, in which case the GST is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable.
- (ii) Receivables and payables are stated with the amount of GST included.

The net amount of GST recoverable from or payable to the taxation authority is included as part of receivables or payables in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis and the GST component of cash flows arising from investing and financing activities, which is recoverable from or payable to the taxation authority, these are classified as operating cash flows. Commitments and contingencies are a disclosed net of the amount of GST recoverable from or payable to the taxation authority.

Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable. Amounts disclosed as revenue are net of returns, trade allowances and duties and taxes including goods and services tax (GST). Revenue is recognised for the major business activities as follows:

- (i) **Members subscriptions**
The subscription fee paid by members of the Association entitles member organisations to receive services at prices lower than those charged to non-members and access to a variety of free services and publications. Income from membership fees is recognised on a basis that reflects the timing, nature and value of the benefits provided.
- (ii) **Grants (including government grants) and donations**
Income arising from the contribution of an asset (including cash) is recognised when the following conditions have been satisfied:
 - (a) the Association obtains control of the contribution or the right to receive the contribution;
 - (b) it is probable that the economic benefits comprising the contribution will flow to the Association; and
 - (c) the amount of the contribution can be measured reliably at the fair value of the consideration received.
- (iii) **Sale of goods and services**
Revenue from the sale of goods is recognised upon the delivery of goods to customers. Revenue from the rendering of a service is recognised upon the delivery of the service to the customer.
- (iv) **Interest and dividends**
Revenue from interest and dividends is recognised on an accruals basis.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1 | Statement of Accounting Policies (continued)

Impairment of assets

At each reporting date, the Association reviews the carrying costs 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 assets fair value less the costs to sell the 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 income statement. Where it is not possible to estimate the recoverable amount of the individual asset, the Association estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment losses are reversed when there is an indication that the impairment loss may no longer exist and there has been a change in the estimate used to determine the recoverable amount.

Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at call with financial institutions, other short term, highly liquid investments with original maturities 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 and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

Trade receivables

For all sources of recurrent income, trade receivables are recognised initially at fair value and subsequently measured at amortised cost, less a provision for impairment.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for impairment is established when there is objective evidence that the Association will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the effective interest rate. The amount of the provision is recognised in the statement of comprehensive income.

Property, plant and equipment

Recognition and measurement

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

Cost includes expenditure that is directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the statement of comprehensive income.

Subsequent costs

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets and capitalised lease assets is depreciated on a straight line basis over the asset's useful life to the Association commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation effective life used for each class of depreciable assets is:

Motor vehicles	5 years
Leasehold improvements	5 years
Office equipment, furniture and fittings	5 years
Computer equipment	3 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Financial instruments

The Association's financial instruments consist mainly of deposits with banks, accounts receivable and accounts payable.

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions to the instrument. For financial assets this is equivalent to the date that the Association commits itself to either purchase or sell the asset.

Financial instruments are initially measured at fair value plus transaction costs except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are expensed to profit or loss immediately.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value, amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled between knowledgeable willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1 | Statement of Accounting Policies (continued)

Amortised cost

The Amortised cost is calculated as: (i) the amount at which the financial asset or financial liability is measured at initial recognition; (ii) less principal repayments; (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and (iv) less any reduction for impairment.

Effective interest method

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in profit or loss.

Non-derivative financial assets

With the exception of cash and cash equivalents, the only other non-derivative financial assets held by the Association are classified as loans and receivables. The classification depends on the purpose for which the investments were acquired. Management determines the classification of its non-derivative financial assets at initial recognition and re-evaluates this designation at each reporting date.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise when the Association provides money, goods or services directly to a debtor with no intention of selling the receivable. They are included in receivables in current assets in the statement of financial position, except for those with maturities greater than 12 months after the end of the reporting period which are classified as non-current assets.

Financial liabilities

Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Fair value estimation

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes. The nominal value less estimated credit adjustments of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by discounting the future contractual cash flows at the current market interest rate that is available to the Association for similar financial instruments.

Impairment

At the end of each reporting period, the Association assesses whether there is objective evidence that a financial instrument has been impaired. Impairment losses are recognised in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expire or the asset is transferred to another party, whereby the Association no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

Trade and other payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Association during the reporting period, which remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Employee benefits

Wages and salaries, annual leave and sick leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in other payables in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Contributions are made by the Association to an employee superannuation fund and are charged as expenses when incurred.

Long service leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national Government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1 | Statement of Accounting Policies (continued)

Leases

Leases of property, plant and equipment where the Association has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the lease's inception at the lower of the fair value of the leased property and the present value of the minimum lease payments. The corresponding rental obligations, net of finance charges, are included in other long term payables. Each lease payment is allocated between the liability and finance charges so as to achieve a constant rate on the finance balance outstanding. The interest element of the finance cost is charged to the statement of comprehensive income over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability for each period. The property, plant and equipment acquired under finance leases are depreciated over their estimated useful lives.

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the statement of comprehensive income on a straight line basis over the period of the lease. Lease income from operating leases is recognised in income on a straight line basis over the lease term.

Critical accounting estimates and judgments

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

Key estimates - Impairment

The Association assesses impairment at the end of each reporting period by evaluation of conditions and events specific to the Association that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

Adoption of new and revised Accounting Standards

During the current year, the Association has adopted all of the new and revised Australian Accounting Standards and Interpretations applicable to its operations which became mandatory.

The adoption of these Standards has impacted the recognition, measurement and disclosure of certain transactions. The following is an explanation of the impact the adoption of these Standards and Interpretations has had on the financial statements of the Association.

AASB 101: Presentation of Financial Statements

In September 2007, the Australian Accounting Standards Board revised AASB 101, and as a result there have been changes to the presentation and disclosure of certain information within the financial statements. Below is an overview of the key changes and the impact on the Association's financial statements.

Disclosure impact

Terminology changes - the revised version of AASB 101 contains a number of terminology changes, including the amendment of the names of the primary financial statements.

Reporting changes in equity - the revised AASB 101 requires all changes in equity arising from transactions with owners in their capacity as owners to be presented separately from non-owner changes in equity. Owner changes in equity are to be presented in the statement of changes in equity, with non-owner changes in equity presented in the statement of comprehensive income. The previous version of AASB 101 required that owner changes in equity and other comprehensive income be presented in the statement of changes in equity.

Statement of comprehensive income - the revised AASB 101 requires all income and expenses to be presented in either one statement - the statement of comprehensive income, or two statements - a separate income statement and a statement of comprehensive income. The previous version of AASB 101 required only the presentation of a single income statement. The Association has elected to use a single combined statement.

The Association's financial statements now contain a statement of comprehensive income.

Other comprehensive income - the revised version of AASB 101 introduces the concept of 'other comprehensive income' which comprises income and expenses that are not recognised in profit or loss as required by other Australian Accounting Standards. Items of other comprehensive income are to be disclosed in the statement of comprehensive income. Entities are required to disclose the income tax relating to each component of other comprehensive income. The previous version of AASB 101 did not contain an equivalent concept.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 1 | Statement of Accounting Policies (continued)

New Accounting Standards for application in future periods

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods and which the Association has decided not to adopt early. The new Accounting Standards are as follows:

- AASB 9: Financial Instruments and AASB 2009-11: Amendments to Australian Accounting Standards arising from AASB 9
- AASB 124: Related Party Disclosures
- AASB 1053: Application of Tiers of Australian Accounting Standards
- AASB 2009-4: Amendments to Australian Accounting Standards arising from the Annual Improvements Project and AASB 2009-6: Further amendments to Australian Accounting Standards arising from the Annual Improvements Project
- AASB 2009-6: Amendments to Australian Accounting Standards - group cash-settled share-based payment transactions

- AASB 2009-9: Amendments to Australian Accounting Standards - additional exemptions for first time adopters
- AASB 2009-10: Amendments to Australian Accounting Standards - classification of rights issues
- AASB 2009-12: Amendments to Australian Accounting Standards
- AASB 2009-13: Amendments to Australian Accounting Standards arising from Interpretation 19
- AASB 2009-14: Amendments to Australian Accounting Standards - payment of a minimum funding requirement
- AASB 2009-2: Amendments to Australian Accounting Standards arising from Headed Disclosure Requirements
- AASB Interpretation 19: Extinguishing financial liabilities with equity instruments

The Association does not expect that there will be a material impact on the financial report as a result of adopting the above-mentioned accounting standards in future periods.

NOTE 2 | Financial Risk Management

Overview

The Association has exposure to the following risks from their use of financial instruments:

- Credit risk
- Liquidity risk
- Market risk

The purpose of this note is to present information about the Association's exposure to each of these risks, their objectives, policies and processes for measuring and managing risk and their management of capital. Further quantitative disclosures are included throughout these financial statements.

Risk management is carried out by the senior management team under policies approved by the Board of Directors. The Association's overall risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Association.

The Audit and Risk Committee oversees how management monitors compliance with the Association's risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the Association.

The Association's financial instruments consist mainly of deposits with banks, trade and other receivables, trade and other payables and lease liabilities. The main purpose of non-derivative financial instruments is to raise finance for the Association's operations.

At 30 June 2010 the Association does not have any derivative instruments.

Credit risk

Credit risk is the risk of financial loss to the Association if a customer or counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Association's receivables from members and customers and other financial assets.

The Association has no significant concentration of credit risk. It is the policy of the Association to trade only with recognised, creditworthy third parties. It is the policy of the Association that all customers who wish to trade on credit terms are subject to credit verification procedures. The Association's customers are primarily comprised of member organisations and others associated with the aged and community care sectors.

With respect to the credit risk arising from the other financial assets of the Association, which comprise mainly cash and cash equivalents and medium term deposits, the Association's exposure to credit risk arises from potential default of the counterparty, with a maximum exposure equal to the carrying amount of those instruments. With respect to cash and cash equivalents as well as cash transactions, it is the Association's policy only to deal with high credit quality financial institutions. Management does not expect any counterparty to fail to meet its obligations.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 2 | Financial Risk Management (continued)

Liquidity risk

Liquidity risk is the risk that the Association will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset.

The Board's objective is to maintain a balance between continuity of funding and flexibility through the use of cash reserves, finance leases and operating leases. The Association manages liquidity risk by monitoring cash forecasts and ensuring that adequate cash facilities are maintained.

At balance date cash and cash equivalents totalled \$3,667,343. At the end of the financial year there was an excess of cash and cash equivalents over current liabilities of \$686,297 and current assets exceeded current liabilities by \$1,000,380.

Market risk

Market risk is the risk that changes in market prices, such as interest rates and equity prices will affect the Association's income or the value of its holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters while optimising return.

Price Risk

The Association is not subject to price risk.

Interest rate risk

The Association has significant interest bearing assets, predominantly cash and cash equivalents and medium and long term deposits. The majority of these assets are at fixed rates of interest and are not subject to short term interest rate risk. The Association's main exposure to market interest rate risk relates to the earning capacity of these interest bearing assets. The Board and Management analyses its exposure on a regular basis. The Association does not have variable interest rate exposure to financial liabilities.

Capital management

Aged & Community Services Association of NSW & ACT is an incorporated association and does not have share capital. The Association's management has a policy to maintain the growth in the equity of the Association through operational profits. It minimises the use of external debt for capital expenditure or day to day operations and instead has a policy of financing the operations of the Association through utilisation of available internal cash reserves wherever possible.

	2010 \$	2009 \$
NOTE 3 Revenue		
Revenue		
Members subscriptions	1,766,528	1,643,625
Courses income	622,659	539,547
Events income	1,182,050	484,425
Projects income	704,241	706,192
Consultancy income	358,400	302,259
Industrial services income	14,391	44,189
Other operating revenue	43,480	27,739
	4,691,749	3,747,976
Other revenue		
Donations received	16,216	10,500
Members subscriptions	96,901	101,635
	113,117	112,135
Total revenue	4,804,866	3,860,111
Other income		
Net gain on disposal of property, plant and equipment	13,257	-
Total other income	13,257	-
Total revenue and other income	4,818,123	3,860,111

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

	2010 \$	2009 \$
NOTE 4 Expenses		
Depreciation and amortisation		
Leasehold improvements	1,197	7,501
Plant and equipment	52,895	56,439
Motor Vehicles	49,120	47,607
Total depreciation and amortisation	103,212	111,547
Net loss on disposal of property, plant and equipment	-	962
Rental expenses relating to operating leases		
Minimum lease payments	236,988	268,498

NOTE 5 | Cash and Cash Equivalents

Cash at bank and on hand	2,115,687	784,774
Short term bank deposits	1,551,656	1,432,560
Total cash and cash equivalents	3,667,343	2,217,334

Interest rate risk

Certain balances within cash and cash equivalents are subject to interest rate risk as they earn interest income at variable rates of interest. The Association's exposure to interest rate risk on financial assets and liabilities is disclosed in note 15.

NOTE 6 | Trade and other Receivables

Current

Trade receivables	348,254	491,487
Provision for impairment	(9,152)	(9,152)
	339,102	482,335
Other receivables	49,893	32,924
Prepayments	133,784	126,273
Total current trade and other receivables	522,779	641,532

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

NOTE 7 | Property, Plant and Equipment

	Leasehold Improvements	Furniture and Equipment	Motor Vehicles	Total
	\$	\$	\$	\$
Movements in carrying amounts				
At July 2009				
Cost	67,460	342,146	238,855	648,261
Accumulated depreciation	(65,848)	(249,235)	(85,418)	(400,502)
Net carrying amount	1,611	92,911	151,237	245,759
Year ended 30 June 2010				
Net carrying amount at 1 July 2009	1,611	92,911	151,237	245,759
Additions	-	5,627	274,287	279,914
Disposals	-	-	(151,073)	(151,073)
Depreciation charge for the year	(1,137)	(62,895)	(48,122)	(113,212)
Net carrying amount at 30 June 2010	414	45,643	225,331	271,388
At 30 June 2010				
Cost	67,460	335,262	259,976	662,698
Accumulated depreciation	(67,046)	(289,619)	(34,645)	(391,310)
Net carrying amount	414	45,643	225,331	271,388
At 1 July 2008				
Cost	67,460	334,827	241,044	643,331
Accumulated depreciation	(58,348)	(192,736)	(54,209)	(305,333)
Net carrying amount	9,112	141,891	186,145	337,148
Year ended 30 June 2009				
Net carrying amount at 1 July 2008	9,112	141,891	186,145	337,148
Additions	-	7,469	28,281	35,750
Disposals	-	-	(13,632)	(13,632)
Depreciation charge for the year	(7,501)	(56,499)	(47,607)	(111,607)
Net carrying amount at 30 June 2009	1,611	92,911	151,237	245,759
At 30 June 2009				
Cost	67,460	342,146	238,855	648,261
Accumulated depreciation	(65,848)	(249,235)	(85,418)	(400,502)
Net carrying amount	1,611	92,911	151,237	245,759

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

	2010 \$	2009 \$
NOTE 8 Trade and other Payables		
CURRENT		
Trade payables	242,798	300,318
Subscriptions received in advance	198,256	338,141
Project funding received in advance	2,043,754	1,042,746
Seminars income received in advance	159,168	100,864
Sponsorship received in advance	42,333	61,790
Liabilities to employees	206,213	152,733
Other payables	88,524	114,847
Total current trade and other payables	2,981,046	2,111,439

(a) Liquidity risk

The Association's exposure to liquidity risk related to trade and other payables is disclosed in note 15.

(b) Interest rate risk

The Association's exposure to interest rate risk related to trade and other payables is disclosed in note 15.

NOTE 9 | Provisions

CURRENT		
Employee entitlements - long service leave	208,696	187,600
Total current provisions	208,696	187,600
NON-CURRENT		
Employee entitlements - long service leave	9,726	16,221
Total non-current provisions	9,726	16,221
Movements in provisions		
Carrying amount at the beginning of the year	203,821	181,410
Additional provision recognised	14,601	22,411
Carrying amount at the end of the year	218,422	203,821

NOTE 10 | Events occurring after balance date

There were no significant events occurring after balance date.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

	2010 \$	2009 \$
NOTE 11 Commitments		
Operating lease commitments		
Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:		
Within one year	286,486	290,028
Later than one year but not later than five years	647,783	138,751
	934,269	428,779

(i) The property lease was renewed effective from November 2009 and is a non-cancellable lease expiring in November 2013, with rent payable monthly in advance. Contingent rental provisions within the lease agreement require that the minimum lease payments shall be increased by CPI. An option exists to renew the lease at the end of the term for an additional terms of three years. The lease allows for subletting.

(ii) Various non-cancellable equipment rental agreements with remaining terms of approximately one to five years from year-end, with rent payable either monthly or quarterly in advance or arrears in equal instalments over the term of the agreements. At the end of the rental term an option exists to either return the goods or renew the agreements.

NOTE 12 | Remuneration of auditors

During the year the following fees were paid or payable for services provided by the auditor of the Association:

Assurance services

Stewart, Brown & Co

Audit and review of the financial report and other audit work under the Associations Incorporation Act 2009 and Workplace Relations Act 1996.	11,500	11,500
Total remuneration for assurance services	11,500	11,500

Advisory services

Stewart, Brown & Co

Other professional Services	114,595	96,037
Total remuneration for advisory services	114,595	96,037

NOTE 13 | Related Party Transactions

Directors' remuneration

In accordance with the Association's Constitution, the Directors of the Association hold that position in an honorary capacity and thus receive no remuneration or retirement or superannuation benefits for their services.

Professional services received by directors and associates

Certain directors are employed by or associated with companies who are members of the Association. These membership services are provided to those companies on an arms length basis and upon normal commercial terms.

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

	2010 \$	2009 \$
NOTE 14 Cash Flow Information		
(a) Reconciliation of net profit after tax to net cash flows from operations		
Profit after income tax	472,677	3,429
Adjustments for:		
Depreciation and amortisation	103,212	111,547
Net loss (gain) on disposal of property, plant and equipment	(13,257)	962
Changes in assets and liabilities		
(Increase) decrease in trade and other receivables	126,264	(169,164)
(Increase) decrease in prepayments	(7,511)	(102,237)
(Decrease) increase in trade and other payables	(83,843)	(154,461)
(Decrease) increase in income in advance	899,970	647,263
(Decrease) increase in employee liabilities	53,480	8,057
(Decrease) increase in provisions	14,601	22,411
Net cash from operating activities	1,565,593	367,807
(b) Reconciliation of cash		
Cash at bank and on hand (refer note 5)	2,115,687	784,774
Short term deposits (refer note 5)	1,551,656	1,432,560
	3,667,343	2,217,334

(a) Liquidity risk

The Association's exposure to liquidity risk related to trade and other payables is disclosed in note 15.

(b) Interest rate risk

The Association's exposure to interest rate risk related to trade and other payables is disclosed in note 15.

NOTE 15 | Financial Instruments

General

Note 2 discusses the types of risks associated with the Association's financial instruments as well as the policies adopted by the Association to manage and monitor those risks and some other qualitative information. The quantitative information presented below complements those earlier disclosures and should be read in conjunction with them.

Credit risk

Exposure to credit risk

The carrying amount of the Association's financial assets represents the maximum credit exposure. The Association's maximum exposure to credit risk at the reporting date was:-

Cash and cash equivalents (refer note 5)	3,667,343	2,217,334
Trade and other receivables (refer note 6)	522,799	641,532
	4,190,122	2,858,866

The Association's maximum exposure to credit risk for trade and other receivables at the reporting date by type of customer was:-

Clients, suppliers and other customers	522,779	641,532
	522,779	641,532

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

10. Financial Instruments (continued)

Impairment losses

The ageing of the Association's trade and other receivables at the reporting date was:

	Gross 2010 \$	Impairment 2010 \$	Gross 2009 \$	Impairment 2009 \$
Not past due	274,828	-	568,806	-
Past due 0 - 30 days	247,483	-	54,157	-
Past due 31 - 60 days	-	-	5,458	-
Past due 61 - 120 days	9,819	(9,152)	22,183	(9,152)
	531,831	(9,152)	650,604	(9,152)

Current trade receivables are generally 30 day terms. These receivables are assessed for recoverability and a provision for impairment is recognised when there is objective evidence that an individual trade receivable is impaired. These amounts have been included in other expenses items and are also detailed in note 4.

	2010 \$	2009 \$
Movement in the provision for impairment of receivables is as follows:		
Balance at the beginning of the financial year	9,152	10,000
Increase (decrease) in provision	-	(948)
Balance at the end of the financial year	9,152	9,152

The Association believes that the impairment amounts that are past due by more than 60 days are still collectible, based on historic payment behaviour and extensive analysis of the underlying creditworthiness of the customers.

Liquidity risk

The following are the contractual maturities of financial liabilities, including estimated interest payments. The contractual amounts are expected future payments which have not been discounted.

	Carrying amount \$	0 - 6 months \$	6 - 12 months \$	1 - 2 years \$	More than 2 years \$
30 June 2010					
Trade and other payables	529,578	529,578	-	-	-
	529,578	529,578			
30 June 2009					
Trade and other payables	753,306	753,306	-	-	-
	753,306	753,306			

Interest rate risk

Profile

At the reporting date the interest rate profile of the Association's interest bearing financial instruments was:

	Carrying Amount		Interest rate range	
	2010 \$	2009 \$	2010 %	2009 %
Fixed rate instruments				
Financial assets				
Cash and cash equivalents	1,551,656	1,482,560	5.7% - 6.0%	5.5% - 6.1%
	1,551,656	1,482,560		

Notes to the Financial Statements

FOR THE YEAR ENDED 30 JUNE 2010

Notes to the Financial Statements | Financial Instruments (continued)

	Carrying Amount		Interest rate range	
	2010 \$	2009 \$	2010 %	2009 %
Variable rate instruments				
Financial assets				
Cash and cash equivalents	2,114,837	783,924	0.01% - 4.1%	0.01% - 3.9%
	2,114,837	783,924		

Sensitivity analysis for variable rate instruments

A change of 1% in interest rates at the reporting date would have increased (decreased) equity and profit or loss by \$21,148 (2009: \$7,392). This analysis assumes that all other variables remain constant.

Fair values

Fair values compared to carrying amounts

There are no financial assets or liabilities recognised at net fair value in the financial report at 30 June 2010.

Board of Directors Statement

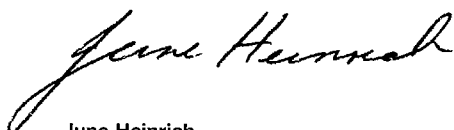
FOR THE YEAR ENDED 30 JUNE 2010

On 13 September 2010 the Board of Directors of Aged & Community Services Association of NSW & ACT Inc. passed the following resolution in relation to the General Purpose Financial Report (GPFR) of the reporting unit for the financial year ended 30 June 2010.

The Board declares in relation to the GPFR that in its opinion:

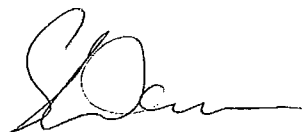
- (a) the financial statements and notes comply with the Australian Accounting Standards;
- (b) the financial statements and notes comply with the reporting guidelines of the Industrial Registrar;
- (c) the financial statement and notes give a true and fair view of the financial performance, financial position and cash flows of the reporting unit for the financial year to which they relate;
- (d) there are reasonable grounds to believe that the reporting unit will be able to pay its debts as and when they become due and payable;
- (e) during the financial year to which the GPFR relates and since the end of that year:
 - (i) meetings of the Board were held in accordance with the rules of the organisation; and
 - (ii) the financial affairs of the reporting unit have been managed in accordance with the rules of the organisation; and
 - (iii) the financial records of the reporting unit have been kept and maintained in accordance with the RAO Schedule and the RAO Regulations; and
 - (iv) there is only one reporting unit and there are no branches; and
 - (v) no information or request has been made by a member of the reporting unit or by a Registrar duly under Section 272 of the RAO Schedule; and
 - (vi) no orders for inspection of financial records have been made by the Commission under Section 273 of the RAO Schedule.
- (f) there has been no recovery of wages activity.

Signed on behalf of the Board in accordance with a resolution of directors:



June Heinrich
Vice President

13 September 2010



Stephen Walkerden
Director

Independent Audit Report to the Members

OF AGED & COMMUNITY SERVICES ASSOCIATION OF NSW & ACT INC.

Report on the Financial Report

We have audited the accompanying financial report of the Aged & Community Services Association of NSW & ACT Inc. which comprises the statement of financial performance as at 30 June 2010 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the statement by the Board of Directors.

Directors Responsibility for the Financial Report

The Directors of the Association are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Associations Incorporation Act NSW 2009*. This responsibility includes establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In our opinion:

The financial report of the Aged & Community Services Association of NSW & ACT Inc. is in accordance with the *Associations Incorporation Act NSW 2009* including:

- (i) giving a true and fair view of the Association's financial position as at 30 June 2010 and of their performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Associations Incorporation Act NSW 2009*.

Report on Other Legal and Regulatory Requirements

In addition, our audit report has also been prepared for the members of the Association in accordance with Section 257(5) of the *Workplace Relations Act 1996*. Accordingly we have performed additional work beyond that which is performed in our capacity as auditors pursuant to the *Incorporated Associations Act 2009*. These additional procedures included obtaining an understanding of the internal control structure and associated record keeping and other requirements pursuant to the *Workplace Relations Act 1996*.

The performance of our statutory audit included a review of internal controls for the purpose of determining the appropriate audit procedures to enable an opinion to be expressed on the financial report. This review is not a comprehensive review of all those systems or of the system taken as a whole and is not designed to uncover all weaknesses in those systems.

Independent Audit Report to the Members

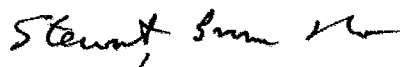
OF AGED & COMMUNITY SERVICES ASSOCIATION OF NSW & ACT INC.

The audit opinion expressed in this report pursuant to the *Workplace Relations Act 1996* has been formed on the above basis.

Auditor's opinion

Pursuant to the requirements of Section 257(5) of the *Workplace Relations Act 1996* we report that, in our opinion:

- a) the financial report is presented fairly in accordance with Australian Accounting Standards (including Australian Accounting Interpretations); and
- b) the Association maintained satisfactory accounting records in relation to the year ended 30 June 2010 including records of the sources and nature of income (including income from members) and records of the nature and purposes of the expenditure of the Association; and
- c) we were provided with all the information and explanations as requested from the officers or employees of the Association.



Stewart, Brown & Co.

Chartered Accountants



R.M. Barnes

Partner

Registered Company Auditor

13 September 2010

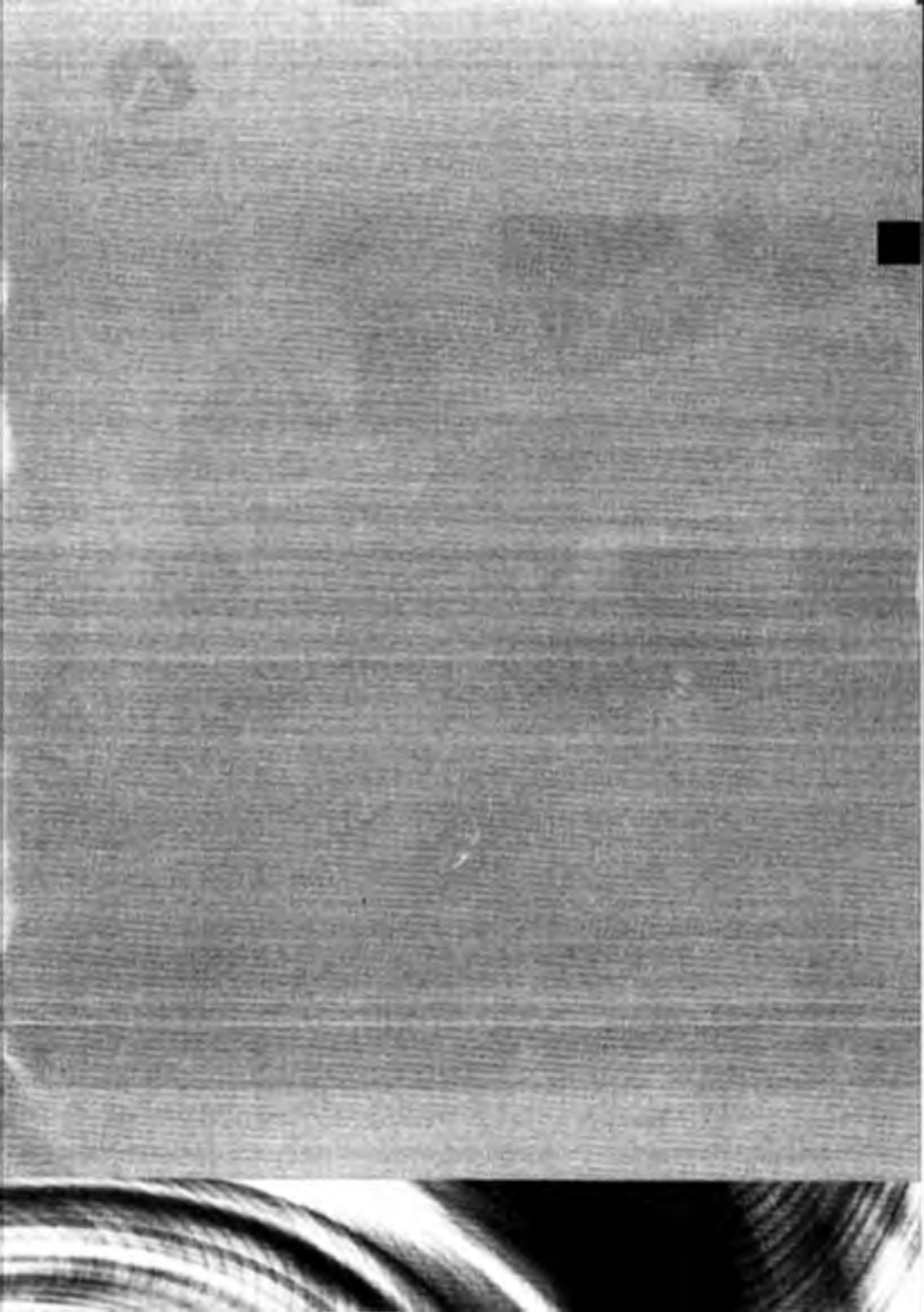
Level 2, Tower 1

495 Victoria Avenue

Chatswood NSW 2067

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Aged & Community Services
Association of NSW & ACT
Incorporated

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27 July 2010

Mr Christopher Michael Rigby
President
Aged and Community Services Association of NSW & ACT Incorporated
Level 3, 9 Blaxland Road
RHODES NSW 2138



FAIR WORK
AUSTRALIA



Dear Mr Rigby

Re: Lodgement of Financial Statements and Accounts – Aged and Community Services Association of NSW & ACT Incorporated – for year ending 30 June 2010 (FR2010/2669)

The financial year of the Association has recently ended. This is a courtesy letter to remind you of the obligation to prepare the financial documents and to lodge audited financial accounts and statements with Fair Work Australia in accordance with the *Fair Work (Registered Organisations) Act 2009* ('the RO Act').

The documents you must lodge include:

(i) A general purpose financial report [see section 253(2)] including a separate Statement of Changes in Equity or its accepted equivalent; (ii) A Committee of Management statement (see the General Manager's Reporting Guidelines); (iii) An operating report [see section 254(2)]; (iv) An auditor's report [see sections 257(5) to 257(11)]; and (v) A certificate of the *secretary or other designated officer* signed after all the prescribed events have taken place [see section 268(c)].

I draw your particular attention to

(a) s237 which requires you to prepare and lodge a separate statement providing the prescribed particulars of any loan, grant or donation made during the year which exceeds \$1,000;

(b) s265(5) which requires you to publish or otherwise provide your members with completed/signed copies of the audited accounts, report and statements before final presentation and lodgment; and

(c) s266 which requires you to present the completed documents to an eligible meeting(s) (either of the members or of the committee of management). Note that this meeting is distinct from any initial committee meeting convened to prepare, sign or otherwise approve pre-audited documents.

Relevant references may be found at <http://www.fwa.gov.au/index.cfm?pagename=regorgsfrguidelines> and <http://www.fwa.gov.au/index.cfm?pagename=legislationfwroact>. If you are in any doubt as to the requirements or anticipate any difficulty in complying with the requirements, do not hesitate to contact Fair Work Australia.

Yours sincerely,

Stephen Kellett

Statutory Services Branch