

We Are for Jobs.





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About us

NESA represents member views through its policy development, advocates on behalf of the industry, and delivers strategic and practical leadership and support.

Established in 1997 as the peak body for all Australian employment services, NESA members have extensive coverage of Job Services Australia, Disability Employment Services, the Remote Jobs and Communities Programme, as well as other critical complementary employment related programmes such as the Indigenous Advancement Strategy, Australian Apprenticeship Centres, Group Training Organisations and New Enterprise Incentive Scheme. NESA's coverage is unique as our membership includes community, not for profit and private sector service delivery organisations.

NESA's focus is on ensuring we have a vibrant and sustainable employment services industry, and we are dedicated to the development and improvement of employment services and related programmes to ensure that every individual who wants to participate in the world of work can do so.

Our mission and vision

Work undertaken by our members to achieve sustained employment for disadvantaged people is demanding. It requires high levels of skill, great patience, dedication and compassion. This critically important work directly benefits people seeking employment and achieves our mission to lead a sustainable, effective and diverse employment and related services industry through:

- Influential representation and advocacy
- Delivering effective member support and development; and
- Strong partnerships

Chair's Report



In a policy and political environment where change was seemingly the norm, NESAs again led critical conversations and underlined its role as the peak body for Australia's employment and related services industry.

The Board continued to ensure NESAs remained focused on the organisation's mission, and ensured our strategic objectives were met. This included continuing evaluation of NESAs's services, supporting the capacity of the industry, and, as always, recognising the diversity of membership and plurality of views.

The change of government brought with it challenges and opportunities that the Board, our CEO, Sally Sinclair, and her team grasped with alacrity. Our advocacy and policy efforts were enhanced with new senior management appointments, which led to increased visibility and influence on behalf of the industry. NESAs's leadership in seeking to reduce the administrative burden of employment services providers cannot be understated, and the Board noted the Government's announcements reflected our long-term advocacy in this important area.

In an industry often framed by the media as only about funding and process, we remained committed to supporting local job seekers, local employers, and our critically important employment and related service providers. Our achievements were anchored by consultation, collaboration and by meaningful relationships.

As NESAs and the wider industry looks to 2015, the Board is both appreciative of the support we receive from our members and key stakeholders, and confident of NESAs's role in leading these important conversations.

Stephen Creese
Board Chair

CEO's Report



'We are for jobs'. It's a phrase that encapsulated our efforts, and ensured we remained focused on supporting our members, and those whom they serve in their local communities.

The phrase too was particularly important as NESAs's operations expanded with the establishment of our Sydney-based support for remote jobs and communities and a strong emphasis in our advocacy

on getting good policy right and embedding member experience into government thinking.

We continued to support our members and the wider industry in their efforts by targeted professional development and capacity building offerings, which were further anchored by policy helpdesk outreach and senior staff's engagement with members, including site visits. With over 500 years of combined relevant experience, NESAs's team delivered unparalleled levels of expertise, resulting in enhanced engagement and operational successes during the year. I thank our team and recognise too our strategically-focused Board, led by Chair Stephen Creese.

Our industry has evolved much over time, and Australia's employment services system is unique. As such we are leaders,

and we continued to lead policy both in Australia and overseas; the latter was demonstrated in our work this year in the OECD Local Economic and Employment Development Programme and C20 deliberations, for instance. Locally, our advocacy efforts ensured critical policy outcomes for the industry, and we worked proactively with the Labor and new Coalition governments, as well as the respective shadow ministries and key House and Senate committees.

2015 will see our industry evolve even further; NESAs will continue to listen to, support, and advocate for our members.

Sally Sinclair
CEO

Highlights

In 2013-2014 we:



Proactively advocated for our industry through coordinated and considered strategic engagement with parliamentarians, departments, the media and wider industry colleagues.



Published key policy papers and submissions including on employment services reforms, disability employment services, Indigenous employment, the federal budget and the National Commission of Audit.



Actively engaged with, represented, and provided advice to members on strategic and operational issues.



Undertook the rollout of capacity strengthening and industry support for the new Remote Jobs and Communities Programme.



Successfully held our fourteenth Annual Conference with the theme of 'Setting the Agenda for 2015 and Beyond', and recognised industry leadership through our Annual Awards for Excellence and Discovery Grant.



Took a leading role in C20 (Civil Society) discussions ahead of the important G20 Leaders' Summit in Brisbane in November 2014.



Progressed strategic development of the Employment Services Professional Recognition Framework (ESPRF), including marketing and online services.



Delivered professional development outcomes including webinars, workshops, seminars and regional practitioners' forums.



Achieved endorsement for the industry-driven Employment Services Industry Standards.

Influential representation and advocacy

NESA again took a strong lead in advocating for our industry through coordinated and considered strategic engagement with parliamentarians, departments and industry colleagues.

Our approach was underpinned by member input and operationally-based evidence, and included meetings with government and shadow ministers and parliamentarians, and ongoing engagement with government agencies. We also worked closely and collaboratively with the wider employment and related industry, fellow peak bodies and other key stakeholders, both bi-laterally and multi-laterally.

As the peak body representing the breadth of employment and related services providers, NESA was again uniquely placed to consider policy issues from a holistic perspective, as well as being able to draw upon member experience and feedback in commenting on key industry issues.

We continued to underscore our representation and advocacy by targeted media comment and increased use of social media platforms, as well as collaboration with key third-party colleagues in the C20, for example, and other important influencers.

Formal Departmental and Agency Meetings (post-election titles used)

Formal meetings were held with a number of federal government departments and agencies, including:

- Australian National Audit Office
- Department of Communications
- Department of Employment
- Department of Industry
- Department of Social Services
- Department of the Prime Minister and Cabinet
- National Disability Insurance Agency

NESA participated and contributed to a range of reference and working groups across various departments throughout the year including:

- Contract Management and Performance Framework Working Group
- DES Operational Working Group
- DES Reference Group
- Indigenous Employment and Training Review
- JSA Advisory Working Group
- Performance Management Working Group
- Quality of Work Reference Group
- RJCP Transition and Implementation Reference Group

Parliamentary Engagement

The 2013 federal election saw a change of government. NESA implemented a series of strategic meetings with key ministers, advisers and parliamentarians prior to and after the election. Changes to government departmental structures saw key employment and related services policy and operational areas move to a number of different agencies, and NESA continued to work positively and proactively with ministers, shadow ministers and their staff under these new arrangements.

NESA staff met with the Parliamentary Friendship Group of Women in Science, Maths and Engineering, and appeared at the House of Representatives Standing Committee on Education and Employment's inquiry into TAFE and its operations.

Reports and Submissions

NESA published a series of reports and submissions on our core key policy and advocacy focuses and also looked at the forthcoming changes to the employment and related services industry from 2015. The change of government brought a series of reviews and consultations, and NESA worked with members to ensure the industry's perspectives were clearly articulated and heard.

NESA's reports and submissions included:

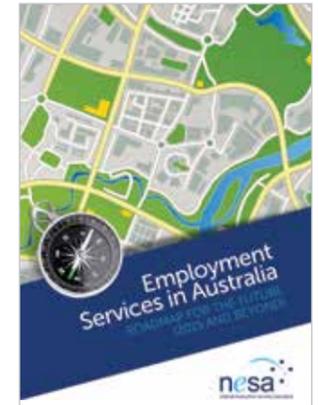
- Employment Services in Australia: Roadmap for the Future (2015 and Beyond)
- Employment Services in Australia: Roadmap for the Future (Detailed Proposals)
- Pre-Budget Submission 2014-2015
- Reforming Support Services for the Australian Apprenticeships System Discussion Paper
- Remote Jobs and Communities Programme (RJCP) Performance Management Framework – Industry Discussion Paper
- Response to the Department of Environment consultation on the Green Army Programme Statement of Requirements
- Response to the National Commission of Audit
- Response to the Treasury Budget Paper
- Strengthening Disability Employment Services: NESA perspectives on strengthening the Disability Employment Services programme framework in Australia
- Submission to the Review of Indigenous Training and Employment Programmes

Media

NESA published media releases on issues including red tape, the importance of investment in employment services for job seekers, and responding to the Federal Budget. These efforts were further strengthened by our increased profile on social media, including LinkedIn, YouTube and Twitter, which enhanced our engagement with members, the public, media, parliamentarians and other key stakeholders.

Welfare Reform Reference Group

Sally Sinclair was a member of the Welfare Reform Reference Group, chaired by Patrick McClure AO. The Reference Group looked at the broad range of payments and services available for people of working age, considered whether they support people to participate in work in line with their capacity, as well as how possible changes to payments within scope may impact on other payments.



Delivering effective member support and development

NESA's member support and industry capacity and development expanded further with the implementation of the Remote Jobs and Communities Programme, increased member engagement, and successful Practitioners' Forums and our National Conference.

Our professional development offerings were further enhanced, and, after much work, the industry-driven Employment Services Industry Standards were endorsed.

Remote Jobs and Communities Programme (RJCP)

In 2013 the Australian Government embarked upon a \$1.5 billion reform programme to provide employment services to remote Australia. The RJCP covers nearly 70 per cent of the nation's landmass, and the Department of the Prime Minister and Cabinet engaged NESA to play a key role in supporting the roll-out of this landmark programme.

NESA developed a web-based resource (NESA RJCP Meeting Place), which was available to all RJCP providers. This consisted of over 106 operational tools and individual resource folders that providers could access to assist them in successfully delivering the new programme. The website received nearly 17,000 page views and over 6,000 downloads.

In strengthening providers' capacity, NESA developed a comprehensive senior management training programme that included a combination of organisational and contractual training elements that were tailored to individual organisations. Training elements included funding framework structure, financial modelling, contractual milestones, governance structures, case management principles, performance framework, organisational

capacity and self-assessment and community engagement. NESA also established an extensive supply chain of industry experts, and as requirements were identified, we responded immediately by positioning one of our 220 consultants to work alongside the RJCP provider to address capacity concerns. NESA staff travelled to all 60 remote regions across Australia and successfully delivered 170 capacity-building programmes.

State forums were held in the Northern Territory, Queensland and Western Australia, and we worked closely with departmental and provider colleagues to ensure the success of this important initiative.

Remote School Attendance Strategy Training Strategy Project

Following the success of our work with government and providers of RJCP, NESA began work with the Department of the Prime Minister and Cabinet in 2014 on a new Remote School Attendance Strategy (RSAS) Training Strategy Project. The RSAS Training Strategy Project was introduced to support the new Remote School Attendance Strategy policy that was introduced to increase attendance rates of Aboriginal and Torres Strait Islander students in schools across remote Australia. In delivering the RSAS Training Strategy Project NESA will provide tailored training to all 69 RSAS locations which represent a workforce

of 670 workers. In addition NESA will also undertake a national skill profile of all RSAS workers and complete a national job profile that will guide the overall delivery of training.

Member engagement

NESA actively engaged with member CEOs and senior executives, with senior NESA staff liaising with members and conducting regular formal and informal consultations. These discussions, both in person and via teleconference, further enabled NESA to represent our members' interests by continuing member feedback on issues affecting their organisation and the industry.

Special Interest Groups

NESA's Special Interest Groups were again a key plank in our member engagement, and provided important views and operational perspectives from a range of points which directly fed into our policy and advocacy outcomes.

The groups included:

- Communications and marketing
- Diversity (incorporating CALD, Youth, Parents and Mature Age)
- Indigenous services
- IT Reference and IT Reports
- People with a Disability Special Interest Group
- Performance management

“NESA continued to invest in delivering professional development opportunities to build employment services professionals' skills and knowledge.”

- Professional development
- Quality and compliance
- Work for the Dole Taskforce
- Youth Cohort

Policy Helpdesk Services

NESA's Policy Helpdesk team worked with members across a range of operational and policy issues. Areas of assistance provided included advice on around 50 topics across programmes and issues such as RJCP Capacity Building, disability employment service, Green Army, Job Seeker Classification Instrument, Star Ratings, and wage subsidies. Team members also provided expert advice as requested and conducted outreach services on a number of topics including the Tasmanian Jobs Programme.

Practitioners' Forums

Practitioners' Forums were held in Bendigo, Perth, Adelaide and Hobart in the first half of 2014 with the theme 'Connections: Local people, Local ideas, Local solutions'. The forums included local employers as keynote speakers, as well as a series of targeted workshops for locally based employment services members. Topics included employer engagement, updates from government agencies, and operational challenges.

The Minister for Employment, Senator the Hon Eric Abetz, spoke at our well-attended Practitioners' Forum in Hobart.

Professional recognition and development

NESA progressed strategic development and implementation of the Employment Services Professional Recognition Framework (ESPRF), including consultation, marketing and online services, with the launch of a new website, categories and branding scheduled for July 2014 around a combined professional recognition/professional development offering.

Professional Development

NESA continued to invest in delivering professional development opportunities to build employment services professionals' skills and knowledge. We offered a choice of 40 workshops topics through its Industry Training Partners. Seventy-six workshops were delivered to approximately 1,000 participants. An average of 50 per cent of the workshops were held in regional locations. Workshop evaluations indicated a very high level of satisfaction.

Our NESA Training Services document which outlined our current professional development offerings for frontline practitioners, supervisors, managers and organisational leaders was launched in May; this included our online learning opportunities and policy webinars.

Opportunities and partnerships in professional development

In October 2013 in preparation for the review of employment services contracts, the Community Services & Health Industry Skills Council re-engaged with NESA to represent the industry on both the Client Services Industry Reference Group and the Employment Services and Career Development Subject Matter Expert Group. An early result was our success in having the Community Services & Health Industry Skills Council recommend to the Joint Training Package Advisory Committee endorsement of the employment services skills set to be included in the disability qualification.

Employment Services Industry Standard

Employment services industry providers were able to further enhance their services to job seekers and employers with the endorsement of the Employment Services Industry Standard, (ESIS) as an internationally recognised quality standard in December 2013. After much work across the industry over a significant period of time ESIS was endorsed by the Joint Accreditation System of Australia and New Zealand (JAS-ANZ). The scheme provides

guidance to Australia's employment and related services providers across a range of issues including good governance, operations, and continuous improvement and client services.

Aligned to the Australian Department of Employment Quality Framework, ESIS is an industry-conceived, industry-driven and industry-specific alternative to other quality standards such as ISO, and the accreditation came at a time when quality standards were high on the industry's agenda. ESIS provides organisations delivering employment and related services a quality assurance framework that supports excellence in organisational management and service delivery.

National Conference

'Setting the Agenda for 2015 and Beyond' was theme of our fourteenth Annual Conference, held in Sydney in November 2013. With much interest on strategic policy issues following the election of the Abbott Coalition Government, participants heard from newly-appointed Assistant Minister for Employment, the Hon Luke Hartsuyker MP, and Ms Renée Leon PSM, Secretary of the Department of Employment. In a new format, a successful and well-attended welcome reception was held the evening prior, with the conference running two days. Delegates considered a range of important issues as the industry focused on the potential reforms and the new government's priorities in the lead-up to 2015.

National Employment Services Awards for Excellence

In their ninth year, the annual National Employment Services Awards for Excellence again paid tribute to industry achievers, promoted employment success stories and encouraged industry professionals to become high achievers. The awards are the peak recognition for those working in the employment and related services industry and offer unmatched opportunities of recognition for those being supported. The awards highlighted the commitment our industry has made to improving the well-being

of the community, the excellent levels of service offered and the very real successes resulting from hard work and innovation.

Entries were received from across Australia, and the judges were again impressed with the standard of submissions.

The 2013 winners were:

- Achiever of the Year (for former job seekers): Michael Nunn (Victoria), nominated by MatchWorks;
- Champion Employer of the Year: Armadale Home Help (Western Australia), nominated by atWork Australia; and
- Employment Consultant of the Year: Saada Houli from MatchWorks (Victoria).

NESA Discovery Grant

With kind support from Kinetic Superannuation, NESA's 2013 Discovery Grant Award recipient was Dariusz Caulfield from WISE Employment. Dariusz said about his trip:

"The 10th Annual OECD LEED Forum on Partnerships and Local Development 2014 (Job Creation Just Ahead Building Adaptable Local Labour Markets) brought together some 250 representatives from local partnerships, government officials, public employment services, local leaders, youth organisations, social entrepreneurs, business representatives, and academics.

The meeting was held in Stockholm, Sweden. Stockholm, one of the most beautiful capitals in the world, is built on 14 islands connected by 57 bridges. The conference was hosted in a converted 100 year-old brewery known as Münchenbryggeriet. Situated just outside of Stockholm's 13th century Old Town (Gamla Stan) with its labyrinth of cobblestone streets and alleyways.

The Forum on Partnerships and Local Development is the OECD's network of practitioners in the fields of economic development, employment, skills and social inclusion. During the Forum we

met and listened to some of the most inspiring and intelligent people who are passionate about making a difference to the lives of people across the world.

Having read a lot of material in preparation for the Discovery Grant tour, I was somewhat surprised at just how universal the problems of unemployment are, and also how similar some of the solutions are across the OECD. It's easy to be myopic in our belief that we are unique in the needs of our Job Seekers and the challenges of our labour markets, but there is much that is relevant to both the Australian experience and also for the rest of our global community.

Employment services in Australia are so highly regarded across the world and almost without exception when meeting people they were incredibly interested in the Australian experience. Some of the lessons that we have learnt in the last sixteen years since the commencement of Job Network; other parts of the world are still experiencing this journey and are keen to understand what happened in Australia.

I would like to formally thank Kinetic Super for their incredible support of both the Discovery Grant and the industry - as a corporate citizen Kinetic is doing more than its share of the heavy lifting. Also NESA for making this wonderful experience available, it has been very humbling to be successful. WISE Employment, John Bateup and Sally Matheson, were incredibly supportive and without WISE's support this trip would not have been possible. In addition, WISE facilitated a post Discovery Grant trip to the UK to meet with Work Programme and Work Choice providers which added to the overall value of the trip. Finally I'd like to thank probably the most inspirational person I spent time with during the trip, Sally Sinclair. Sally is a wonderful ambassador for NESA and Australia, at all times she made sure the trip was as valuable and as rewarding as it possibly could be for myself, NESA and for Australia."



Achiever of the Year, Michael Nunn, with NESA Board Chair Stephen Creese and the Department of Employment's Jennifer Taylor



Awards MC Trina Gilchrist and Employer of Year Armadale Home Help CEO Cheryl Samborski



Employment Consultant of the Year, MatchWorks' Saada Houli with NESA Board Chair Stephen Creese and the Department of Employment's Jennifer Taylor



Trina Gilchrist and NESA Discovery Grant recipient Dariusz Caulfield

Strong partnerships

NESA's leadership in employment and related services was demonstrated by our engagement domestically and internationally. We continued to build strong relationships with colleagues locally and overseas, and throughout the year took a leading role in C20 (Civil Society) discussions ahead of the important G20 Leaders' Summit in Brisbane in November 2014.

Stakeholders

NESA led key conversations in the employment and related services industry with relevant stakeholder groups through meetings, informal discussions, attendance at events and forums, and provided expert input and advice. NESA's representation was underpinned by our policy and advocacy objectives, a strong emphasis on active engagement and positive representation of the industry's issues, and awareness of the evolution of the wider Australian employment and related services industry and its relationship with a range of associated issues and organisations.

Organisations we engaged with included, for example:

- Australian Chamber of Commerce and Industry
- Australian Retailers Association
- Australian Retired Persons Association
- Business Council of Australia
- Cape York Institute
- Disability Employment Australia
- Foundation for Young Australians
- GenerationOne
- Good Shepherd Microfinance
- Jobs Australia
- Melbourne Employment Forum
- Mental Health Council of Australia

- National Seniors Productive Ageing Centre
- Recruitment and Consulting Services Association
- Social Firms Australia
- Social Ventures Australia
- TAFE Directors Australia
- The Smith Family
- Victorian Department of Education – Skills Victoria
- WorldVision
- Youth Connections National Network

International

NESA continued its international leadership through a series of meetings with senior officials and colleagues across the wider employment and related services industry, as well as a leading role in the C20.

Sally Sinclair met with a number of key stakeholders involved in the UK Work Programme and Universal Credit to gain a better understanding of how these programmes are working and to also provide a perspective on the Australian employment services framework.

While in Sweden for the OECD LEED Forum, Sally Sinclair met with the Swedish Chamber of Commerce and Industry and a number of politicians, union representatives and representatives from the Swedish employment ministry.

Sally also provided a formal presentation on the Australian model as part of a workshop to senior officials and contracted employment services providers. Meetings also were held with the Deputy Director-General of the Swedish Public Service. Sally Sinclair presented to at a Swedish senior officials meeting on Australian employment services, and held discussions with the President of the World Association of Public Employment Services (WAPES), and Australian representatives to the OECD.

G20 / C20

The Group of Twenty (G20) is the premier forum for its members' international economic cooperation and decision-making. Its membership comprises 19 countries plus the European Union. In November 2014 Australia hosts the G20 in Brisbane. The C20 leads engagement with the G20 on behalf of international civil society and coordinates civil society's input on key issues relevant to the G20 economic reform agenda. NESA was a key and active participant in C20 discussions and events, with Sally Sinclair Co-Chair of the Inclusive Growth and Employment Working Group, chair of the C20 Summit Sub-Committee, and a member of the C20 Steering Committee.

Representing the C20, Sally Sinclair presented to the G20 Employment Taskforce in Sydney in February 2014. Sally's presentation specifically focused

“NESA continued its international leadership through a series of meetings with senior officials and stakeholders across the wider employment and related services industry throughout the year.”

on the participation of women and young people. Sally later presented to the G20 Employment Taskforce in France in April 2014. The meeting looked at how to prevent unemployment from becoming structural, with the major topics being youth unemployment, long-term unemployment and skills. Sally's keynote presentation explored the growing concern across OECD countries of long-term unemployment.

The C20 Summit was held in Melbourne in June 2014 with 350 global civil society leaders in attendance. Sally Sinclair spoke at a press conference alongside the C20 Chair, Reverend Tim Costello, chaired a panel session on Inclusive Growth and Employment and was involved in presenting the C20 communique to a meeting of the G20 officials and subsequently Prime Minister Tony Abbott. Senior NESAs staff also participated in various aspects of the successful Summit. Following the Summit the C20 Steering Committee also met with federal parliamentarians to discuss C20 priorities.

10th OECD LEED Forum on Partnerships and Local Governance - Sweden

The 10th OECD LEED Forum on Partnerships and Local Governance, held in April 2014, was titled 'Job Creation Just Ahead: Building Adaptable Local Labour Markets'. As an invited expert advisor Sally Sinclair was a panellist on 'Local Job Creation: Engaging with Employers' and a second panel on 'Tackling Disadvantage in a time of Limited Resources'.

Darius Caulfield, winner of the 2013 Discovery Grant, attended the Forum and was extremely pleased with the amount of knowledge and professional development that he gained. Darius also accompanied Sally Sinclair to her meetings with the Swedish Public Employment Service and the Swedish Chamber of Commerce and Industry.

Delegations

- Colleagues from the New Caledonian government, Congress and management and union representatives visited NESAs. A roundtable for the delegation was held with NESAs members who deliver RJCP, as the delegation was interested in learning about services specifically focused on supporting Indigenous people into employment and remote service delivery.
- NESAs hosted a roundtable meeting with the Right Hon Stephen Timms, Shadow Minister for Employment in the United Kingdom, to discuss the experiences of Australian providers in delivering employment services.
- Officials from the Korea Employment Information Service visited NESAs to gain an understanding of the current employment services system, implementation and problems, social benefits for low income groups, and the relationships between performance of employment and the employment services structure.

“NESAs led key conversations in the employment and related services industry.”



“The C20 Summit was a meeting of global civil society which offered the several hundred delegates a platform to discuss the key issues we collectively believe should be debated by world leaders.”

'Setting the Agenda for 2015 and Beyond'
NESA National Conference, Sydney, November 2013



"Our sector is unique. You make a direct, immediate, real impact on people's lives. This sector is not some esoteric policy, it's not sound bites, it's real people, doing what they do. There is no 'you' and 'us' – but we. We. Many faces. A shared commitment. We are for jobs."

Sally Sinclair, NESA CEO
Conference Closing Remarks



Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2014

	Note	Consolidated		Parent	
		2014 \$	2013 \$	2014 \$	2013 \$
Revenue	2	9,760,626	3,760,271	4,048,173	3,760,271
Employee benefits expense		(2,168,087)	(1,325,269)	(1,479,825)	(1,325,269)
Depreciation, amortisation and impairments	3	(44,535)	(49,013)	(44,535)	(49,013)
Direct event expense		(638,587)	(868,844)	(638,587)	(868,844)
Rental expense		(194,175)	(129,137)	(145,175)	(129,137)
Travel expense		(205,133)	(140,215)	(137,696)	(140,215)
Consultancy expense		(113,489)	(57,491)	(53,608)	(57,491)
IT expense		(124,176)	(53,521)	(93,679)	(53,521)
Project expenses		(5,682,244)	(933,813)	(1,113,904)	(933,813)
Other expenses		(437,242)	(152,291)	(188,583)	(152,291)
Surplus before income tax		152,958	50,677	152,581	50,677
Income tax expense	10	-	-	-	-
Surplus for the year		152,958	50,677	152,581	50,677
Other comprehensive income					
Items that will not be reclassified subsequently to profit or loss		-	-	-	-
Items that will be reclassified subsequently to profit or loss		-	-	-	-
Other comprehensive income		-	-	-	-
Total comprehensive income for the year		152,958	50,677	152,581	50,677

Statement of Financial Position

For the Year Ended 30 June 2014

	Note	Consolidated		Parent	
		2014 \$	2013\$	2014 \$	2013 \$
ASSETS					
CURRENT ASSETS					
Cash and cash equivalents	4	7,155,942	636,088	846,719	636,088
Trade and other receivables	5	213,176	944,133	206,232	944,133
Other financial assets	6	521,678	329,817	491,677	329,817
Other assets	7	176,280	55,964	161,544	55,964
TOTAL CURRENT ASSETS		8,067,076	1,966,002	1,706,172	1,966,002
NON-CURRENT ASSETS					
Property, plant and equipment	8	16,958	5,323	16,958	5,323
Intangible assets	9	-	42,144	-	42,144
TOTAL NON-CURRENT ASSETS		16,958	47,467	16,958	47,467
TOTAL ASSETS		8,084,034	2,013,469	1,723,130	2,013,469
LIABILITIES					
CURRENT LIABILITIES					
Total trade and other payables	11	930,204	537,206	422,990	537,206
Borrowings	12	-	332	-	332
Short-term provisions	13	209,143	156,481	192,456	156,481
Other financial liabilities	14	6,034,969	537,192	199,696	537,192
TOTAL CURRENT LIABILITIES		7,174,316	1,231,211	815,142	1,231,211
NON-CURRENT LIABILITIES					
Long-term provisions	13	3,276	28,774	1,923	28,774
TOTAL NON-CURRENT LIABILITIES		3,276	28,774	1,923	28,774
TOTAL LIABILITIES		7,177,592	1,259,985	817,065	1,259,985
NET ASSETS		906,442	753,484	906,065	753,484
EQUITY					
Retained earnings		906,442	753,484	906,065	753,484
TOTAL EQUITY		906,442	753,484	906,065	753,484

Statement of Changes in Equity

For the Year Ended 30 June 2014

2014	Consolidated	
	Retained Earnings \$	Total \$
Balance at 1 July 2013	753,484	753,484
Surplus for the year	152,958	152,958
Balance at 30 June 2014	906,442	906,442

2013	Consolidated	
	Retained Earnings \$	Total \$
Balance at 1 July 2012	702,807	702,807
Surplus for the year	50,677	50,677
Balance at 30 June 2013	753,484	753,484

2014	Parent	
	Retained Earnings \$	Total \$
Balance at 1 July 2013	753,484	753,484
Surplus for the year	152,581	152,581
Balance at 30 June 2014	906,065	906,065

2013	Parent	
	Retained Earnings \$	Total \$
Balance at 1 July 2012	702,807	702,807
Surplus for the year	50,677	50,677
Balance at 30 June 2013	753,484	753,484

Statement of Cash Flows

For the Year Ended 30 June 2014

Note	Consolidated		Parent	
	2014 \$	2013 \$	2014 \$	2013 \$
CASH FLOWS FROM OPERATING ACTIVITIES:				
	16,896,662	3,961,116	4,799,776	3,961,116
	(10,380,635)	(3,604,800)	(4,458,774)	(3,604,800)
	210,045	38,832	45,847	38,832
Net cash provided by (used in) operating activities	6,726,072	395,148	386,849	395,148
CASH FLOWS FROM INVESTING ACTIVITIES:				
	(191,860)	100,000	(161,860)	100,000
	(14,026)	(3,659)	(14,026)	(3,659)
	-	-	-	-
Net cash used by investing activities	(205,886)	96,341	(175,886)	96,341
CASH FLOWS FROM FINANCING ACTIVITIES:				
	6,520,186	491,489	210,963	491,489
	635,756	144,267	635,756	144,267
Cash and cash equivalents at end of financial year	7,155,942	635,756	846,719	635,756

Independent Audit Report to the members of National Employment Services Association Limited and Controlled Entity



National Employment Services Association Limited and Controlled Entity

ABN: 69 079 065 428

Independent Audit Report to the members of National Employment Services Association Limited and Controlled Entity

Report on the Financial Report

We have audited the accompanying financial report of National Employment Services Association Limited and Controlled Entity, which comprises the statement of financial position as at 30 June 2014, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration of the National Employment Services Association Limited and the consolidated entity.

Directors' Responsibility for the Financial Report

The directors of the National Employment Services Association Limited are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

Independence

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of National Employment Services Association Limited and Controlled Entity, would be in the same terms if given to the directors as at the time of this auditor's

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Peter Shields CA Tim Flowers CA Joshua Morse CA
ASSOCIATE: Cathy Braun CA
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National Employment Services Association Limited and Controlled Entity

ABN: 69 079 065 428

Independent Audit Report to the members of National Employment Services Association Limited and Controlled Entity

Opinion

In our opinion the financial report of National Employment Services Association Limited and Controlled Entity is in accordance with the *Corporations Act 2001*, including:

- giving a true and fair view of the National Employment Services Association Limited's and the consolidated entity's financial position as at 30 June 2014 and of their performance for the year ended on that date; and
- complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Saward Dawson

Saward Dawson Chartered Accountants

Peter Shields

Blackburn, Victoria

Dated: 8 October 2014

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National Employment Services Association Ltd

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National Employment Services Association
Limited: 2013-2014 Annual Report

We wish to thank the Australian Department of Employment