

#weR4jobs



*weR4everyone*

2015/16  
Annual  
Report

*we R4 everyone*

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*NESA acknowledges the traditional owners of country throughout Australia and their continuing connection to land, sea and community. We pay our respects to them and their cultures, and to elders both past and present.*

# we R4 supporting JOB SEEKERS





# ABOUT NESA

## We are dedicated to creating OPPORTUNITY THROUGH EMPLOYMENT AND INCLUSION

NESA's members provide labour market assistance to improve opportunities and outcomes for disadvantaged job seekers, and employers.

NESA and our members assist people with disability, Indigenous people, youth, people with mental health issues, migrants and any other communities or individuals who may need support getting work.

## We are proud to represent AUSTRALIA'S WORLD RENOWNED EMPLOYMENT SERVICES INDUSTRY

Since 1997 NESA has delivered strategic leadership and practical support for the full range of contracted employment service providers, including not-for-profit and private organisations, across diverse service and programme areas and across jurisdictions.

## We are the pre-eminent and INDEPENDENT INDUSTRY BODY FOR EMPLOYMENT SERVICES

NESA's mission is to lead a sustainable, effective and diverse employment and related services industry through:

- > influential representation and advocacy
- > strong partnerships
- > member support and development.

# CHAIR'S REPORT



## NESA's new Independent Chair reports on a responsive industry in transition

Since assuming the role of Chair in February 2016 I have observed the complex work of this industry which requires skill, patience, dedication and compassion. NESA has promoted and helped to sustain this incredibly important work, across Australia's vast geography, and beyond.

In a year of transition, with further change ahead, NESA's advocacy has been underpinned by concrete evidence. As the new jobactive programme was implemented, NESA's responsive and comprehensive member support and monitoring proved critical to the high level of influence and effectiveness of NESA's representations. Timely feedback to Government ensured teething problems could be addressed swiftly.

NESA remains at the forefront of discussion about the future of Disability Employment Services. Closely informed by member consultation, we urged Government to build on strengths and specialist skills through adopting an evolutionary rather than revolutionary approach to reform.

Widely recognised capacity building work in remote Australia reflects NESA's commitment as an inclusive and progressive organisation focused on current and future member priorities.

The Board will continue to place a strong emphasis on understanding the strategic and market drivers of the industry to determine future directions for NESA.

**Rowena McNally**  
INDEPENDENT CHAIR



# CEO'S REPORT

## Our industry exists because JOBS MATTER – for individuals, communities, employers and our broader economy

Government contracted employment services are at the forefront of effort to improve the life opportunities of job seekers. Employers also benefit from assistance in finding staff where and when they need them. It is important that we all recognise the value that employment services offer the whole community.

During the 2015-16 year we worked closely with members as they accomplished a major transition to jobactive; as the Community Development Programme was further reformed; and as the sector explored options for future disability and youth targeted services. I am proud of our industry support and achievements this year, please see some highlights on pages 14-15.

## TO STAY ABREAST OF EVER CHANGING LABOUR MARKET AND POLICY SETTINGS NESA IS NIMBLE, CONTINUALLY REVIEWING NEEDS, MONITORING PROGRESS AND REFRESHING STRATEGIES.

This agility was reflected in the content of forums, the subject of taskforces and working groups and a broad range of advocacy activity creating real solutions and operational refinements. The considerable breadth and quantum of this work over the year is evident in this report, see pages 8-13.

NESA also undertook internal restructuring this year to ensure we are well positioned to build on our advocacy and member services and to progress priorities in the coming year. The NESA team is looking forward to further work on closing the gap for Indigenous people's employment and increasing recognition of the skills and practice knowledge at the frontline that creates quality performance and outcomes. I would like to see specialist practice skills better understood and tailored for job seeker cohorts such as younger people, Indigenous peoples, people with disability, diverse cultural groups, people in remote settings and mature workers. Practice knowledge needs to develop in the context of future work arrangements and employer engagement.

## THE ACCOMPLISHMENTS AND HARD WORK EVIDENT IN THIS REPORT ARE A TESTAMENT TO THE COLLABORATIVE EFFORTS OF MANY

I would like to thank our members, team and stakeholders including parliamentary, departmental, industry and international colleagues. I especially want to thank the outgoing Chair Stephen Creese, for his thoughtful stewardship and dedication over many years and to recognise our new Chair, Rowena McNally, whose enthusiasm for NESA and our members is warmly welcomed.

Thank you to all our Board Members for their strategic focus and commitment.

**Sally Sinclair**  
CEO

## NESA BOARD in the 2015/16 year

**Independent Chairs:** Stephen Creese  
& Rowena McNally

**Independent Director:** David Higgon

**Directors:** Nicole Dwyer  
Matthew Little  
Geoffrey Manton  
John Perry  
Michael Wasley  
Janelle Whitehead  
Katrina Spies





# we R4 JOBS for people with **DISABILITY**

*weR4everyone*





# MULTIPLE CHANNELS FOR INFLUENCE, ADVOCACY AND REPRESENTATION

**In a year of transition NESA played a critical role relaying provider realities to Government – we put our members' knowledge at the heart of advocacy to improve opportunities for job seekers**

## NUMEROUS MEETINGS ON BEHALF OF OUR MEMBERS WITH GOVERNMENT OFFICIALS

- › Department of Education
- › Department of Employment
- › Department of Foreign Affairs and Trade
- › Department of Health
- › Department of Human Services
- › Department of the Prime Minister and Cabinet
- › Department of Social Services
- › National Disability Insurance Agency
- › The Australian Human Rights Commission
- › Treasury
- › Victorian Department of Economic Development.

In 2015-16 we worked with multiple departments with policy areas that impact employment. Our members provide employment and related services funded by a range of different agencies.

## PARTICIPATION IN EXTERNAL REFERENCE AND WORKING GROUPS

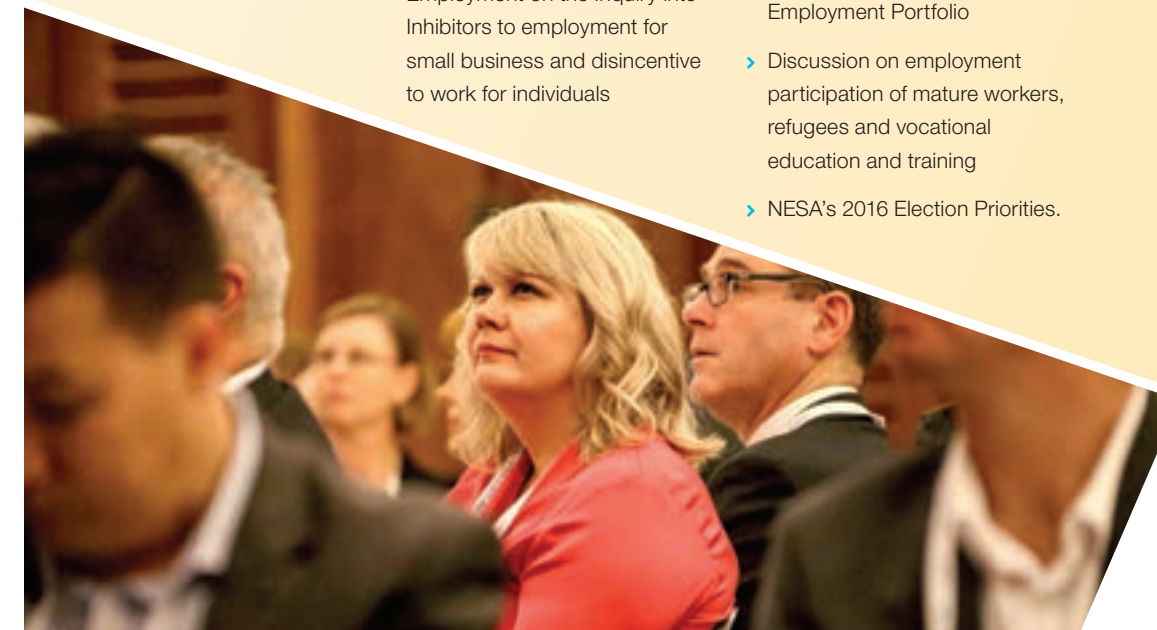
- › Functional and Efficiency Review of the Employment Portfolio
- › Information Technology Advisory Group
- › Work for the Dole Working Group
- › Performance Framework Working Group
- › Disability Employment Services Operational Working Group
- › Partners in Recovery Capacity Building Project Expert Reference Group
- › Tasmanian Jobs Programme Working Group.

## DIRECT ENGAGEMENT WITH MINISTERS, SHADOW MINISTERS AND PARLIAMENTARY STAFF

During 2015-16 we continued to develop constructive relationships with changing Ministers across the employment, social services, disability, human services, and Indigenous Affairs portfolios.

## REPORTS AND SUBMISSIONS UNDERPINNED BY MEMBER FEEDBACK AND OTHER EVIDENCE

- › Pre-Budget Submission 2016: Strengthening Australia's labour market assistance
- › Submission on the Exposure Draft of a Request for Proposal for Transition to Work 2016-2020
- › Submission on the draft Deed for Transition to Work 2016-2020
- › Response to the National Disability Employment Framework Issues Paper
- › Response to the National Disability Employment Framework Discussion Paper
- › Submission on the Competition Policy Review – the case of Employment Services
- › Response to the Recruitment and Consulting Services Association Employment Services Industry Code
- › Submission to the House of Representatives Standing Committee on Education and Employment on the Inquiry into Inhibitors to employment for small business and disincentive to work for individuals
- › Submission to the Senate Finance and Public Administration Legislation Committee on the Social Security (Community Development Programme) Bill 2015
- › Submission to the Department of the Prime Minister and Cabinet's Consultation on the Community Development Programme
- › Submission to the Department of Employment Functional and Efficiency Review of the Employment Portfolio
- › Discussion on employment participation of mature workers, refugees and vocational education and training
- › NESA's 2016 Election Priorities.



# COLLABORATIVE APPROACH

A collaborative approach across members and stakeholders helped us to highlight the importance of employment services across the political spectrum. This was critical in a year going into an election.



**NESA BULLETINS,  
SOCIAL MEDIA  
AND MEDIA RELEASES**  
provided a mix of advocacy  
and information promoting  
employment services to  
a broad audience

**NESA MEDIA RELEASES COMMENTED ON:**

- › the jobactive transition
- › changes to remote employment services
- › an OECD report on improving mental health services for Australians
- › the Exposure Draft for the Transition to Work service for young people
- › the 2016 Federal Budget
- › excellence in our industry.

*we R4 everyone*

**we  
R4  
effective  
youth  
EMPLOYMENT  
support**





# GATHERING INFORMATION

This year NESAs gained a deep understanding of member needs through strategic and issues based outreach, surveys and working groups

NESA regularly conducted structured interviews with a representative range of members in response to key issues or milestones. The information gathered complemented advice from consultation groups, queries to the policy helpdesk, department data and online NESA surveys. Collectively this information proved a valuable resource for NESA policy representations and for the development of tailored member support.

# EXPLORING SOLUTIONS

## WORKING GROUPS REFLECTED THE PLURALITY OF MEMBER VIEWS AND ENSURED OPERATIONAL VIEWPOINTS WERE SYNTHESISED INTO NESA'S POLICY AND ADVOCACY POSITIONS

Taskforces and Special Interest Groups allowed members to identify common issues and test ideas with each other. They explored opportunities and challenges with specific programmes, cohorts or crosscutting issues. Some are ongoing and some were time limited.

- IT Reference and Reports Working Group
- jobactive Taskforce
- Future of Disability Employment Services Taskforce
- Work for the Dole Working Group
- Community Development Programme Special Interest Group
- Work for the Dole Coordinators Special Interest Group
- Youth Working Group
- Transition to Work Special Interest Group

## Solution focused forums offered political and policy overviews and opportunities to share reflections, concerns and proposals with officials

- NOVEMBER 2015** **Work for the Dole Coordinators Forum** – a sought after opportunity for dialogue between providers and the Department of Employment.
- FEBRUARY 2016** **Leadership Forum** – members engaged with Mr Sandy Hollway AO on the Functional and Efficiency Review of the Employment Portfolio.
- MARCH & APRIL 2016** **Future Disability Employment Services Forums** – with the Department of Social Services and the newly appointed Assistant Minister for Disability Services; plus consideration of competition reform in human services and the interface of the National Disability Insurance Scheme.
- MAY 2016** **Post-Budget Leadership Forum** – key issues with jobactive in the lead up to the Department of Employment's CEO Forum.
- JUNE 2016** **Indigenous Employment Forum** – an opportunity for members to meet 10 employers with 1000's of jobs available; plus dialogue on how to bridge barriers between employers committed to social procurement, jobactive providers, experts in Indigenous communities and the Department.

# KEEPING MEMBERS INFORMED

## MEMBERS ENJOYED ACCESS TO A HELPDESK TO ADDRESS OPERATIONAL AND POLICY QUESTIONS AND WERE KEPT INFORMED BY STRATEGIC AND GENERAL NEWS BULLETINS

The NESA helpdesk provided a conduit to the relevant Department to get an issue resolved swiftly and if required anonymously. NESA also offered expert advice and published several operational bulletins to highlight or clarify areas of interest.

The NESA leadership bulletin provided timely access to strategic insights and information throughout the year. We also rebranded our general bulletins with the introduction of *Job Matters* and the fortnightly *Employment Services Industry Support* newsletter.

# OPPORTUNITIES TO NETWORK, REFLECT AND REGENERATE

## THE 16TH NESA CONFERENCE, 'THE SPIRIT OF COLLABORATION' OFFERED PARTICIPANTS A POTENT COCKTAIL OF EXPERT, INSPIRATIONAL AND POLITICAL INSIGHTS

Employment service providers from across the country came together on the Gold Coast in September 2015 to recharge at our annual national conference.

We welcomed local and international experts including Peter Williams, Professor Michael Bernard and Andrew Griffiths, as well as inspirational MC Michael Crossland. Following Government changes in early September, messages were relayed to the conference by the new Minister for Employment, Senator the Hon Michaelia Cash, and the Minister for Social Services, Senator the Hon Christian Porter. The conference was also addressed by Renée Leon PSM, Secretary, Department of Employment, and the Shadow Minister for Employment and Workplace Relations, the Hon Brendan O'Connor MP.

## OUR INTERNATIONAL WOMEN'S DAY LUNCHEON CELEBRATED WOMEN IN LEADERSHIP ROLES WITHIN THE EMPLOYMENT AND RELATED SERVICES INDUSTRY

Sponsored and hosted by NESA Industry Partner Marsh Advantage Insurance, our honoured guest was Australian of the Year 2015, Rosie Batty. The event was hosted by Jodi Sharman, Managing Principal Marsh Advantage Insurance and was attended by a broad group of stakeholders, with much positive discussion about the value of mentoring.





# 2015/16 HIGHLIGHTS

## NESA's 2015-16 activities and achievements were for jobs

### weR4 supporting job seekers

#### HIGHLIGHTS INCLUDE:

- › Timely and responsive advice on implementation of the jobactive contract
- › The jobactive Taskforce and extensive consultation which informed detailed recommendations to the Minister for Employment, and resulted in:
  - operational refinements announced in October 2015
  - reductions in administrative burdens in wage subsidies and Work for the Dole announced in the Federal Budget 2016
  - the establishment of the Guideline Review Working Groups and commitments to further reduce 'red-tape'
- › Surveys of the industry experience of jobactive and Work for the Dole Coordinator contracts, including the time and costs of activities, created a vital evidence base
- › Leadership forums timed to complement Department briefings on jobactive
- › Indigenous Employment Forum linking members to employers offering jobs
- › Systems support informed by good working relationships with Department IT staff

### weR4 jobs for people with disability

#### HIGHLIGHTS INCLUDE:

- › Making sure providers' views were heard and respected in the design of future Disability Employment Services
- › Consultation and research informed detailed submissions and advocacy for a reform approach that can sustain and enhance effective practice, skills and social capital in the existing system
- › Opportunity for members to meet and share views with the newly appointed Assistant Minister for Disability Services
- › 'Prepare to Prosper' sector development forums focused on how industry can make the most of opportunities in the disability and wider reform agenda
- › Expert assistance and member-driven feedback on current contract changes

### weR4 effective youth employment support

#### HIGHLIGHTS INCLUDE:

- › Advice to Government on the development of the Transition to Work Programme, including successful advocacy to enable all organisations with relevant expertise to tender
- › Establishment of a Transition to Work Special Interest Group to ensure providers' views were represented and understood as the new programme was implemented
- › The 2016 Budget reflected priorities in NESA submissions, with initiatives for young job seekers and a new 'invest, trial and learn' fund which will explore new ways to assist young people to reduce the costs of long-term unemployment

### weR4 strong resilient communities in remote areas

#### HIGHLIGHTS INCLUDE:

- › The Community Development Programme (CDP) Special Interest Group provided a direct consultation link to the Department of the Prime Minister and Cabinet (PMC)
- › Quality assurance to validate CDP payments
- › Proactive engagement of PMC, the Office of the Minister for Indigenous Affairs and the Parliamentary Secretary resulting in increased recognition and appreciation of remote services challenges
- › Troubleshooting and advocacy with PMC on operational issues for individual members
- › Submissions on the proposed reforms of the CDP programme
- › Direct support for remote organisations by our consulting and professional development services
- › Successfully implemented a training strategy for the Remote Schools Attendance Strategy to 77 communities across remote Australia, delivering over 120 local training forums

# #weR4jobs



NESA SUPPORTED  
SCHOOL ATTENDANCE IN  
**73 REMOTE  
LOCATIONS  
ACROSS  
AUSTRALIA**



*we R4 everyone*

**NESA's successful  
capacity building activity  
in remote Australia**

**REFLECTS AN  
ONGOING COMMITMENT  
TO CLOSING THE GAP  
IN EMPLOYMENT  
FOR INDIGENOUS  
AUSTRALIANS**

**we  
R4  
STRONG  
RESILIENT  
COMMUNITIES  
in  
remote  
AREAS**

nesa



# DEVELOPING COMMUNITY,

## ORGANISATION AND INDIVIDUAL CAPACITY

We continued to support the Remote School Attendance Strategy (RSAS) to increase attendance rates of Aboriginal and Torres Strait Islander students in remote Australia.

This NESA RSAS Training Strategy Project involved direct provision of tailored training in all 69 Remote Regions with 73 remote schools.

We also enhanced our website ([www.nesa-rsas.com.au](http://www.nesa-rsas.com.au)) to support RSAS providers.

### OVER 1000 ABORIGINAL WORKERS ATTENDED NESA'S THREE DAY LOCAL FORUMS

NESA continued to support CDP providers in remote communities with a 'Dashboard' tool ensuring providers are well equipped to respond to performance trends.

### 'NESA Consulting' facilitated customised consultancy projects to improve service delivery for jobactive and CDP providers

### WE MADE CHANGES TO OUR MODE OF DELIVERY OF PROFESSIONAL DEVELOPMENT, WITH INCREASED USE OF WEBINARS AND NEW COACHING WEBINARS SO THAT PARTICIPANTS 'LEARN BY DOING'

During the year we revitalised our training products drawing on significant consultation with members. Our professional development offerings are responsive to changes across the wider industry, and support members to meet staff and organisational development needs.

- 25 professional development workshops – with 260 participants.
- 12 tailored workshops delivered in-house to staff in a specific provider organisation.
- 21 webinars – with 540 participants.

Evaluations indicated a very high level of satisfaction across our delivery.

### NESA'S EMPLOYMENT SERVICES INDUSTRY STANDARDS (ESIS) ARE THE ONLY QUALITY STANDARDS SPECIFIC TO OUR INDUSTRY

ESIS is recognised as one of three quality standard options that jobactive providers must choose from, and have in place, to comply with the jobactive Quality Assurance Framework.

# KATRINA SPIES



"In an industry of leaders, Katrina's example, her passion and her commitment to her vocation are outstanding."

Katrina Spies received the Employment Services Institute's second Life Fellow in recognition of decades of exceptional service to her community, including many years on the NESA Board.

# CELEBRATING AND RECOGNISING EXCELLENCE

Our annual **NATIONAL EMPLOYMENT SERVICES AWARDS** have recognised industry achievers for more than a decade. In 2015 the independent judges commented on the high standard of entries from members across all programmes.

#### ACHIEVER OF THE YEAR

Siobhan Kerr from Albany nominated by Skill Hire WA

#### EMPLOYER OF THE YEAR

Valley Sweep from Victoria nominated by MatchWorks

#### EMPLOYMENT CONSULTANT OF THE YEAR

Irene Sazdov of MatchWorks

#### PERPETUAL BRIGHT STAR AWARD IN MEMORIAM OF MAILY DUONG SPONSORED BY CVCHECK



Aprel Biles of Sureway Employment and Training

#### NESA EMPLOYMENT DISCOVERY GRANT GENEROUSLY SUPPORTED BY KINETIC SUPERANNUATION FOR SIX YEARS



Megan Galloway of Sureway Employment and Training  
In April, Megan attended the invite only OECD Labor, Employment Education and Development (LEED) Forum with Sally Sinclair in Venice Italy.



01 RSAS Training Forum – Fitzroy Valley, WA  
02 RSAS Training Forum – Tjwumpa/Ntaria, NT  
03 Nesa Nenehribala, RSAS Training Forum participant, Numbulwar, NT  
04 RSAS Forum – Coober Pedy, SA



YouTube WATCH INTERVIEWS WITH OUR AWARD FINALISTS AND WINNERS ON NESA'S YOUTUBE CHANNEL: WER4JOBS  
[WWW.YOUTUBE.COM/USER/WER4JOBS](http://WWW.YOUTUBE.COM/USER/WER4JOBS)





# ACTIVE COLLABORATION AND PARTNERSHIP

NESA’s thought leadership and commitment to working collaboratively featured in our engagement with many Australian and international bodies

**ANZ BANK**

**ASSOCIATIONS FORUM**

**AUSTRALIAN CHAMBER OF COMMERCE AND INDUSTRY**

**BLUESCOPE BUILDING COMPONENTS**

**BROTHERHOOD OF ST LAURENCE**

**BUSINESS COUNCIL OF AUSTRALIA**

**CENTRE FOR SOCIAL IMPACT**

**COMMUNITY SERVICES AND HEALTH INDUSTRY SKILLS COUNCIL (CS&HISC) – NOW ‘SKILLS IQ’**

In 2015 we worked closely with CS&HISC to review the Employment Services Training Package as members on an Industry Reference Committee and Subject Matter Expert Group. This involvement continued after the reform to the skills sector.

**DISABILITY EMPLOYMENT AUSTRALIA**

**GOOD SHEPHERD MICROFINANCE**

NESA was a founding advisory group member for the Financial Inclusion Action Plan initiative led by Good Shepherd in collaboration with financial institutions.

**INSTITUTE OF PUBLIC ADMINISTRATION**

**JOBS AUSTRALIA**

**MENTAL HEALTH COUNCIL OF AUSTRALIA**

**MELBOURNE UNIVERSITY**

NESA supported Melbourne University research comparing international employment services.

**NATIONAL AUSTRALIA BANK**

**NATIONAL DISABILITY RECRUITMENT COORDINATOR**

**NATIONAL DISABILITY SERVICES**

**NATIONAL TRAUMA RESEARCH INSTITUTE**

**OECD**

NESA’s CEO Sally Sinclair is Vice Chair for the OECD LEED (Local Employment and Economic Development) – Partnerships and Local Governance Forum. In 2016 she presented at its 12th Annual Meeting in Venice. Sally Sinclair is also an Expert Advisor of the OECD ESSA (Employment and Skills Strategies in South East Asia). In 2015 she presented at its 7th expert meeting in Cambodia.

**RECRUITMENT CONSULTING SERVICES ASSOCIATION**

**SOCIAL VENTURES AUSTRALIA**

**VICTORIA UNIVERSITY**

NESA’s willingness to share expertise and build relationships and capacity internationally was also appreciated when our CEO was invited to lead discussions at the:

- › Labour Market Information Beyond the Numbers – Translating Labour Market Information into Proactive Interventions on Job-Skill Matching conference: Philippines October 2015
- › Swedish Public Employment Service Conference – Labour Market Analysis and Forecasting for Laos, Vietnam and Cambodia: January 2016
- › European Union Active Labour Market Programme International Seminar – Tools for the implementation of active labour market policies: Rome May 2016.

## Australian employment services remain the envy of the world

NESA hosted international delegations seeking to learn more about our system, NESA assisted:

- › the Swedish Minister for Employment, the Director General of their Public Employment Service and Ministry staff with provider visits in Perth, Canberra and Sydney
- › officials from the Korean Ministry of Employment and Labor, Department of Employment Services Policy and 15 leaders of local job centres interested in jobactive and NESA’s role
- › 19 senior personnel from Shanghai who undertook intensive training on employment and recruitment operations and regulations in Australia.

01 Nikki Brouwers, Founder & Managing Director The Interact Group with Minister for Employment and Integration, Ylva Johansson, Ministry of Employment Sweden  
02 Sally Sinclair, CEO NESA speaking on a panel at the Labour Market Information Beyond the Numbers – Translating Labour Market Information into Proactive Interventions on Job-Skill Matching conference in Philippines.





# CONSOLIDATED STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 30 June 2016

|  |      | CONSOLIDATED     |                  |
|--|------|------------------|------------------|
|  |      | 2016             | 2015             |
|  | NOTE | \$               | \$               |
| Revenue  | 3    | 4,472,874        | 7,508,885        |
| Employee benefits expense  |      | (2,180,156)      | (2,545,459)      |
| Depreciation, amortisation and impairments   |      | (2,692)          | (3,540)          |
| Direct event expense   |      | (589,170)        | (501,477)        |
| Rental expense   |      | (209,874)        | (197,709)        |
| Travel expense   |      | (163,345)        | (265,555)        |
| Consultancy expense  |      | (366,522)        | (162,816)        |
| IT expense   |      | (61,599)         | (102,565)        |
| Project expense  |      | (1,312,345)      | (3,610,981)      |
| Other expense  |      | (203,889)        | (271,342)        |
| <b>Surplus (deficit) before income tax</b>   |      | <b>(616,717)</b> | <b>(152,559)</b> |
| Income tax expense   | 9    | -                | -                |
| <b>Surplus (deficit) for the year</b>  |      | <b>(616,717)</b> | <b>(152,559)</b> |
| <b>Other comprehensive income</b>  |      |                  |                  |
| Items that will not be reclassified subsequently to profit or loss                 |      | -                | -                |
| Items that will be reclassified to profit or loss when specific conditions are met |      | -                | -                |
| <b>Other comprehensive income</b>  |      | <b>-</b>         | <b>-</b>         |
| <b>Total comprehensive income for the year</b>                                     |      | <b>(616,717)</b> | <b>(152,559)</b> |

The accompanying notes form part of these financial statements.

# CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 30 June 2016

|                                      |      | CONSOLIDATED     |                  |
|--------------------------------------|------|------------------|------------------|
|                                      |      | 2016             | 2015             |
|                                      | NOTE | \$               | \$               |
| <b>ASSETS</b>                        |      |                  |                  |
| <b>CURRENT ASSETS</b>                |      |                  |                  |
| Cash and cash equivalents            | 4    | 3,842,185        | 3,185,460        |
| Trade and other receivables          | 5    | 229,132          | 314,900          |
| Other financial assets               | 6    | 89,817           | 114,817          |
| Other assets                         | 7    | 136,601          | 77,650           |
| <b>Total Current Assets</b>          |      | <b>4,297,735</b> | <b>3,692,827</b> |
| <b>NON-CURRENT ASSETS</b>            |      |                  |                  |
| Property, plant and equipment        | 8    | 10,726           | 13,418           |
| <b>Total Non-Current Assets</b>      |      | <b>10,726</b>    | <b>13,418</b>    |
| <b>Total Assets</b>                  |      | <b>4,308,461</b> | <b>3,706,245</b> |
| <b>LIABILITIES</b>                   |      |                  |                  |
| <b>CURRENT LIABILITIES</b>           |      |                  |                  |
| Trade and other payables             | 10   | 456,257          | 649,625          |
| Short-term provisions                | 11   | 236,317          | 264,533          |
| Other financial liabilities          | 12   | 3,470,343        | 2,031,818        |
| <b>Total Current Liabilities</b>     |      | <b>4,162,919</b> | <b>2,945,976</b> |
| <b>NON-CURRENT LIABILITIES</b>       |      |                  |                  |
| Long-term provisions                 | 11   | 8,376            | 6,386            |
| <b>Total Non-Current Liabilities</b> |      | <b>8,376</b>     | <b>6,386</b>     |
| <b>Total Liabilities</b>             |      | <b>4,171,295</b> | <b>2,952,362</b> |
| <b>Net Assets</b>                    |      | <b>137,166</b>   | <b>753,883</b>   |
| <b>EQUITY</b>                        |      |                  |                  |
| Retained earnings                    |      | 137,166          | 753,883          |
| <b>Total Equity</b>                  |      | <b>137,166</b>   | <b>753,883</b>   |

The accompanying notes form part of these financial statements.



# CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

For the Year Ended 30 June 2016

2016

|                         | RETAINED EARNINGS | TOTAL     |
|-------------------------|-------------------|-----------|
|                         | \$                | \$        |
| Balance at 1 July 2015  | 753,883           | 753,883   |
| Deficit for the year    | (616,717)         | (616,717) |
| Balance at 30 June 2016 | 137,166           | 137,166   |

2015

|                         | RETAINED EARNINGS | TOTAL     |
|-------------------------|-------------------|-----------|
|                         | \$                | \$        |
| Balance at 1 July 2014  | 906,442           | 906,442   |
| Deficit for the year    | (152,559)         | (152,559) |
| Balance at 30 June 2015 | 753,883           | 753,883   |

The accompanying notes form part of these financial statements.

# CONSOLIDATED STATEMENT OF CASH FLOWS

For the Year Ended 30 June 2016

|      | CONSOLIDATED |      |
|------|--------------|------|
|      | 2016         | 2015 |
| NOTE | \$           | \$   |

## CASH FLOWS FROM OPERATING ACTIVITIES:

|   |             |             |
|---|-------------|-------------|
| Receipts from members & government bodies           | 6,397,459   | 4,404,010   |
| Payments to suppliers and employees                 | (5,819,842) | (8,898,700) |
| Interest received                                   | 54,108      | 117,347     |
| Net cash provided by (used in) operating activities | 631,725     | (4,377,343) |

## CASH FLOWS FROM INVESTING ACTIVITIES:

|   |        |         |
|---|--------|---------|
| Redemption/(Placement) of term deposits | 25,000 | 406,861 |
| Net cash used by investing activities   | 25,000 | 406,861 |

## CASH FLOWS FROM FINANCING ACTIVITIES:

|   |           |             |
|---|-----------|-------------|
| Net increase (decrease) in cash and cash equivalents held | 656,725   | (3,970,482) |
| Cash and cash equivalents at beginning of year            | 3,185,460 | 7,155,942   |
| Cash and cash equivalents at end of financial year        | 3,842,185 | 3,185,460   |

The accompanying notes form part of these financial statements.



# REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

For the Year Ended 30 June 2016



SAWARD DAWSON  
chartered accountants  
www.sawarddawson.com.au

**National Employment Services Association Limited and Controlled Entity**  
ABN: 69 079 065 428

**Report of the Independent Auditor on the Summary Financial Statements**

The accompanying summary financial statements, which comprises the summary consolidated statement of financial position as at 30 June 2016, the summary consolidated statement of profit or loss and comprehensive income, summary consolidated statement of changes in equity and summary consolidated cash flow statement for the year then ended are derived from the audited financial report of National Employment Services Association Limited and Controlled Entity for the year ended 30 June 2016. We expressed an unmodified audit opinion on that financial report in our report dated 6 October 2016.

The summary financial statements do not contain all the disclosures required by the Corporations Act 2001. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial report of National Employment Services Association Limited and Controlled Entity.

**Directors' Responsibility for the Summary Financial Statements**

The directors of the Group are responsible for the preparation of a summary of the audited financial report on the basis described in Note 1.

**Auditor's Responsibility**

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements.

**Opinion**

In our opinion, the summary financial statements derived from the audited financial report of National Employment Services Association Limited and Controlled Entity for the year ended 30 June 2016 are consistent, in all material respects, with that audited financial report, on the basis described in Note 1.



**Saward Dawson Chartered Accountants**



Peter Shields  
Blackburn  
Date: 26 October 2016

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Joshua Horne CA Jeff Tulk CA  
**Directors:** Cathy Braun CA Jeff Davey PCA  
Marie Kikeringill SSA Matthew Stokes CA  
Murray Nicholls CPA Vicki Adams PCA

   
Liability limited by a scheme approved under Professional Standards Legislation

# CONTACT US HOW CAN WE HELP YOU?

## All policy matters including system issues

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## NESA's professional services – Industry Partners, Business Intelligence and NESA Consulting

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## NATIONAL EMPLOYMENT SERVICES ASSOCIATION LTD

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