

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

DIRECTOR'S REPORT FOR COOPERATIVE

Co-operatives National Law section 278

To the Members,

Your Directors submit their report, together with the audited financial statements, for the year ended 30th June 2019.

General information

Directors

The names of the directors in office at any time during, or since the end of the year are

Charmaine Jones (Chairperson)
Maree O'Halloran (Treasurer)
Aideen McGarrigle (Secretary)
Paula Rix
Julia Davis
Donna Brotherson
Nicole Grgas
Lisa Smaljov
Dean Price

Review of operations

The surplus of the cooperative for the financial year amounted to \$9,710.

Principal activities

The principal activities of the cooperative during the financial year were to operate as a community legal centre specialising in New South Wales residential tenancy law.

Change of affairs

No significant changes in the cooperative's state of affairs occurred during the financial year.

Future developments

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

Indemnities and insurance premiums for officers or auditors

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the cooperative.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

DIRECTOR'S REPORT FOR COOPERATIVE

Co-operatives National Law section 278

Information on Directors

Paula Rix	Director
Julia Davis	Director
Charmaine Jones	Chairperson & Director
Donna Brotherson	Director
Nicole Grgas	Director
Aideen McGarrigle	Secretary & Director
Lisa Smaljov	Director
Maree O'Halloran	Treasurer & Director
Dean Price	Director

Attendance at Meetings

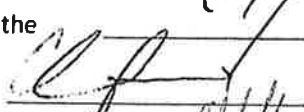
	Meetings Eligible	Meetings Attended	Apologies
Paula Rix	4	4	0
Julia Davis	6	4	2
Charmaine Jones	6	3	3
Donna Brotherson	6	4	2
Nicole Grgas	6	5	1
Aideen McGarrigle	6	5	1
Lisa Smaljov	6	2	4
Maree O'Halloran	6	6	0
Dean Price	6	4	2

This Report is made in accordance with a resolution of the Board and is signed for and on behalf of the Directors.

Signed at Surry Hills on the

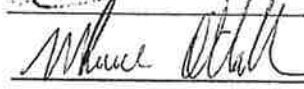
17/10/19

Director signature



Director name Charmaine Jones

Director signature



Director name Maree O'Halloran

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

FINANCIAL REPORT
FOR THE YEAR ENDED
30 JUNE 2019

Meagher Howard & Wright
Certified Practising Accountants
Suite 506
55 Grafton Street
BONDI JUNCTION NSW 2022

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

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MEAGHER, HOWARD & WRIGHT
CERTIFIED PRACTISING ACCOUNTANTS
ABN 42 664 097 441

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PARTNERS

K.J. WRIGHT J.P. M.COMM. F.C.P.A.
G. MIDDLETON B.COMM. ACA

FINANCIAL PLANNING

MARK MAYCOCK J.P.

ASSOCIATE

L.J. HOWARD O.A.M. J.P. B Ec. F.C.P.A.

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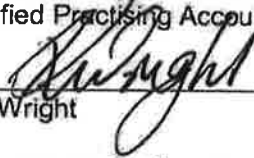
**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF
TENANTS' UNION OF NSW CO-OPERATIVE LIMITED**

In accordance with the requirements of section 60-40 of the Australian Charities and Not-for-Profits Commission Act 2012 for the Audit of Tenant's Union of NSW Co-operative Limited for the year ended 30 June 2019, I declare that, to the best of my knowledge and belief, there have been:

- (i) no contraventions of the auditor independence requirements of the Australian Charities and Not-for-Profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Name of Firm: Meagher Howard & Wright
Certified Practising Accountants

Name of Director:


Ken Wright

Address: Suite 506, 55 Grafton Street BONDI JUNCTION NSW 2022

Dated this 17th day of October 2019

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
Income			
Revenue		1,917,120	1,825,936
Expenditure			
Occupancy expenses		(109,115)	(105,385)
Other expenses		(1,798,295)	(1,639,133)
		<u>9,710</u>	<u>81,418</u>
Surplus for the year	3	<u>9,710</u>	<u>81,418</u>
Surplus for the year		<u><u>9,710</u></u>	<u><u>81,418</u></u>

The accompanying notes form part of these financial statements.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	4	1,117,568	1,770,689
Trade and other receivables	5	36,953	11,138
Other current assets	6	7,164	11,319
TOTAL CURRENT ASSETS		<u>1,161,685</u>	<u>1,793,146</u>
NON-CURRENT ASSETS			
Trade and other receivables	5	23,963	23,962
Furniture, Fixtures and Equipment	7	8,419	10,938
TOTAL NON-CURRENT ASSETS		<u>32,382</u>	<u>34,900</u>
TOTAL ASSETS		<u>1,194,067</u>	<u>1,828,046</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	8	249,007	279,150
Funds Unexpended	9	462,905	1,112,825
TOTAL CURRENT LIABILITIES		<u>711,912</u>	<u>1,391,975</u>
NON-CURRENT LIABILITIES			
Provisions	10	268,070	231,696
TOTAL NON-CURRENT LIABILITIES		<u>268,070</u>	<u>231,696</u>
TOTAL LIABILITIES		<u>979,982</u>	<u>1,623,671</u>
NET ASSETS		<u>214,085</u>	<u>204,375</u>
EQUITY			
Retained earnings	11	214,085	204,375
TOTAL EQUITY		<u>214,085</u>	<u>204,375</u>

The accompanying notes form part of these financial statements.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2019

	Retained earnings	Total
	\$	\$
Balance at 1 July 2017	122,957	122,957
Profit attributable to equity shareholders	81,418	81,418
Balance at 30 June 2018	<u>204,375</u>	<u>204,375</u>
Profit attributable to equity shareholders	9,710	9,710
Balance at 30 June 2019	<u><u>214,085</u></u>	<u><u>214,085</u></u>

The accompanying notes form part of these financial statements.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019

		2019	2018
		\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES			
	Note		
Receipts from funders and other receipts		1,441,222	3,122,196
Payments to suppliers and employees		(2,097,466)	(1,968,172)
Interest received		5,439	6,815
Net cash provided by (used in) operating activities	12	<u>(650,805)</u>	<u>1,160,839</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(2,316)	-
Net cash provided by (used in) investing activities		<u>(2,316)</u>	<u>-</u>
Net increase (decrease) in cash held		(653,121)	1,160,839
Cash at beginning of financial year		1,794,651	633,812
Cash at end of financial year	4	<u>1,141,530</u>	<u>1,794,651</u>

The accompanying notes form part of these financial statements.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

The financial report covers TENANTS' UNION OF NSW CO-OPERATIVE LIMITED as an individual entity. TENANTS' UNION OF NSW CO-OPERATIVE LIMITED is a Not-for-profit Co-operative, incorporated and domiciled in Australia and reporting under the under the Australian Charities and Not-for-profits Commission Act 2012

The functional and presentation currency of TENANTS' UNION OF NSW CO-OPERATIVE LIMITED is Australian dollars.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

In the directors opinion, the Co-operative is not a reporting entity since there are unlikely to exist users of the financial report who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. This special purpose financial report has been prepared to meet the reporting requirements of the Co-operatives National Law (NSW) and the Australian Charities and Not-for-profits Commission Act 2012.

The financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates, Errors and AASB 1054 Australian Additional Disclosures.

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 adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

Property, Plant and Equipment

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

Plant and equipment

Plant and equipment are measured using the cost model.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Depreciation

The depreciable amount of all furniture, fixtures and equipment, except for freehold land is depreciated on a straight line method from the date that management determine that the asset is available for use.

Income Tax Expense

The Co-operative is a community legal centre, incorporated under the Co-operatives National Law (NSW) and is exempt from income tax by Section 23 (e) of the Income Tax Assessment Act, 1936 and has been granted Public Benevolent Institution status.

Employee Benefits

Provision is made for the Co-operative's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Long Service Leave is accrued in respect of all permanent employees as per the Tenants Union Industrial Agreement, being 6.5 weeks Long Service Leave for every 5 years continuous service. Redundancy is provided in accordance with Employment Contracts.

Employee benefits are presented as current liabilities in the statement of financial position if the Co-operative does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

Provisions

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

Cash and Cash Equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

Revenue

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

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

Comparative Amounts

Comparatives are consistent with prior years, unless otherwise stated.

Where a change in comparatives has also affected the opening retained earnings previously presented in a comparative period, an opening statement of financial position at the earliest date of the comparative period has been presented.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
	\$	\$
3 Surplus for the year		
Surplus from continuing operations includes the following specific expenses:		
Expenses		
Employee benefits expense:		
contributions to defined contribution superannuation funds	130,061	120,353
Depreciation of property, plant and equipment	4,834	5,000
Audit Fees	4,751	5,500
4 Cash and Cash Equivalents		
Cash in Hand	513	600
Cwllth Bank Cheque Account	377,793	45,435
Cwllth Bank Online Saver	732,020	1,716,897
Cwllth Bank - Direct Debit	7,242	7,757
	1,117,568	1,770,689
5 Trade and Other Receivables		
Trade Debtors	13,690	11,138
Accrued Income	23,263	-
	36,953	11,138
Non-Current		
Bank Guarantee Deposit	23,963	23,962
The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short term nature of the balances.		
6 Other Assets		
Current		
Prepayments	7,164	11,319
7 Furniture, Fittings and Equipment		

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
	\$	\$
Furniture, Fixtures and Equipment		
At cost	200,381	198,066
Accumulated depreciation	(191,962)	(187,128)
Total Furniture, Fixtures and Equipment	8,419	10,938

8 Trade and Other Payables

Current

Accrued Expenses	35,137	5,250
Other Creditors	453	402
PAYG Liability	19,618	17,041
Superannuation	12,486	10,287
TU Staff Social Club (3rd Party Funds Holding Acc)	2,934	3,080
GST Credits	27,385	82,884
Provision for Annual Leave	121,798	131,009
Provision for Sick Pay	29,196	29,197
	249,007	279,150

Trade and other payables are unsecured, non interest bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered to be a reasonable approximation of fair value due to the short term nature of the balances.

9 Funds Unexpended

Current

Funds Unexpended	462,905	1,112,825
Total Funds Unexpended	462,905	1,112,825

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
	\$	\$
10 Provisions		
Non-Current		
Provision for LSL	144,246	106,372
Provision for Redundancy	94,214	95,714
Provision for Parental Leave	29,610	29,610
	<u>268,070</u>	<u>231,696</u>
11 Retained Earnings		
Retained earnings at the beginning of the financial year	204,375	122,957
Surplus attributable to the Co-operative	9,710	81,418
Retained earnings at the end of the financial year	<u>214,085</u>	<u>204,375</u>
12 Cash Flow Information		
Reconciliation of Cash Flow from Operations with Surplus		
Surplus	9,710	81,418
Non-cash flows in profit		
Depreciation	4,834	5,000
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries		
(Increase)/decrease in other assets	4,155	(9,879)
(Increase)/decrease in trade and other receivables	(25,816)	(7,061)
Increase/(decrease) in trade and other payables	(30,143)	99,022
Increase/(decrease) in provisions	36,374	7,097
Increase/(decrease) in other liabilities	(649,920)	985,242
	<u>(650,806)</u>	<u>1,160,839</u>
13 Co-operative details		
TENANTS' UNION OF NSW CO-OPERATIVE LIMITED		

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

DIRECTORS' DECLARATION

The directors have determined that the Co-operative is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The directors of the Co-operative declare that:

1. The financial statements and notes, as set out on pages 2 to 11 are in accordance with the Co-operatives National Law (NSW) and the Australian Charities and Not-for-profits Commission Act 2012.
 - (a) comply with Accounting Standards as stated in Note 1; and
 - (b) give a true and fair view of the Co-operative's financial position as at 30 June 2019 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements.
2. In the directors' opinion there are reasonable grounds to believe that the Co-operative will be able to pay its debt as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director: 

Charmaine Jones

Director: 

Maree O'Halloran

Dated this 17 day of October 2019

MEAGHER, HOWARD & WRIGHT
CERTIFIED PRACTISING ACCOUNTANTS
ABN 42 664 097 441

PARTNERS

K.J. WRIGHT J.P. M.COMM. F.C.P.A.
G. MIDDLETON B.COMM. ACA

FINANCIAL PLANNING

DAVID O'CALLAGHAN

ASSOCIATE

L.J. HOWARD O.A.M. J.P. B Ec. F.C.P.A.

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PO Box 653
BONDI JUNCTION NSW 1355

Phone: 02 9387 8988

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greg@mhw.net.au

**Independent Auditor's Report
To the Members of Tenants' Union of NSW**

Opinion

We have audited the financial report of Tenants' Union of NSW ("the Entity"), which comprises the statement of financial position as at 30 June 2019, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration of those charged with governance.

In our opinion, the accompanying financial report of the Entity is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Entity's financial position as at 30 June 2019 and of its financial performance and cash flows for the year then ended; and
- b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Entity in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to those charged with governance, would be in the same terms if given as at the time of this auditor's report.

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

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the financial reporting responsibilities under the *Australian Charities and Not-for-profits Commission Act 2012*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the special purpose financial report that gives a true and fair view in accordance with the relevant Australian Accounting Standards in accordance with the *Australian Charities and Not-for Profits Commission Regulations 2013* and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the special purpose financial report, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the Entity or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

**Meagher Howard & Wright
CPA**



**Ken Wright
Partner**

Suite 506, 55 Grafton Street Bondi Junction NSW 2022

Dated: 17th October 2019

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
	\$	\$
INCOME		
Grants - Law and Justice Foundation	55,735	5,000
Fees Received	18,604	45,702
Donations Received	4,244	3,909
TAAP Knowledge Management Fee	-	17,993
CALD Project	-	10,000
Interest Received	5,440	6,814
Membership Fees	2,051	1,404
Grants - NSW Fair Trading	1,419,707	1,349,879
Grants - Legal Aid NSW	338,205	302,084
Grants - Aboriginal Renting Project	34,298	16,257
Grants- Regional Network Meeting	19,066	22,302
Sundry Income	19,770	44,592
	<u>1,917,120</u>	<u>1,825,936</u>

The accompanying notes form part of these financial statements.

TENANTS' UNION OF NSW CO-OPERATIVE LIMITED
88 984 223 164

PROFIT AND LOSS STATEMENT
FOR THE YEAR ENDED 30 JUNE 2019

	2019	2018
	\$	\$
EXPENSES		
Archiving	887	809
Audit Fees	4,751	5,500
Bank Charges	548	1,252
Board & Governance expenses	2,484	-
Building Services	9,600	8,233
Consultants & Contractors	47,444	31,740
Computer & IT Expenses	3,675	5,271
Depreciation	4,834	5,000
Equipment	6,953	5,563
Courier Services	237	176
Insurance	13,549	9,282
Meetings Expenses	9,036	6,310
National CLC Levy	7,051	6,400
Postage	6,382	9,363
Printing & Stationery	10,596	15,523
Project Expenses	227	-
Photocopying	2,937	3,395
Practice & Legal Costs	6,754	8,293
Publications & Subscriptions	7,159	16,493
Rent	94,848	91,811
Repairs & Maintenance	758	290
Provisions & Reserves	28,663	18,964
Recruitment Expenses	988	842
Salaries	1,438,030	1,305,465
Staff Amenities	2,881	3,056
Training & Accreditation	6,216	4,357
Superannuation	130,061	120,353
TAAP Meetings	19,066	22,302
Utilities	4,667	5,341
Telephone & Communications	12,457	13,203
Travelling Expenses	11,521	12,721
Venue Hire	12,150	7,210
	1,907,410	1,744,518
Surplus	9,710	81,418

The accompanying notes form part of these financial statements.