

selectability



Annual Report
2018-19

The image shows the exterior of a modern building with a light grey facade and dark grey accents. A large, mature tree with thick, dark branches and green leaves dominates the left side of the frame, partially obscuring the building. The building's name, "selectability House", is displayed on the wall in a sans-serif font, with "selectability" in blue and "House" in black. A set of stairs with a metal handrail leads to a glass entrance door. In the foreground, there is a black metal fence and a grassy area with some fallen leaves.

selectability House

selectability is a leading regional Queensland NDIS mental wellbeing service provider & champion of suicide prevention, supporting the people and communities of northern, central and western Queensland.



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Chair and CEO Report

The 2018-19 Financial Year was one of continued growth and evolution for selectability operationally, culturally and as a valued member of the regional Queensland community. Here are some of the key changes and achievements over this very productive 12-month period. We would like to thank our directors, executive team, staff, stakeholders and the community for their hard work and support.

New Board Members

The selectability Board undertook a skills matrix review and as a result we identified areas to improve our skill mix and started our search for some new board members to complete our team.

We received 38 applications from highly-qualified candidates and from there the Board selected four people to appoint as new Directors – they were Professor Robert Stable AM, Dr Clive Skarott, Dr David Hartman and Stephanie Naunton. This increased the size of the Board from five to nine.

Separately, local solicitor Samantha Cohen was appointed as an external member to the Board Governance Committee and Carolyn Gray was appointed as an external member to the Board Finance Audit and Risk Committee.

Board Governance Performance Review

Directors undertook a Board Governance Performance Review in April 2019. Results indicated that the 2019 survey did not differ from the 2017 outcomes.

Board Review of Jobtrain

The Board and Management reviewed the future of our Registered Training Organisation Jobtrain Pty Ltd and the decision was made to better align Jobtrain with selectability and its goal to educate regional Queensland's NDIS workforce. As a result, Jobtrain was rebranded to selectability Training, relocated into selectability House and the courses on scope have steadily transitioned to focus on Community Services and Mental Health.

Executive Team Changes

Ingrid Steed joined the Executive Management team as our clinical lead in July 2018 whilst Suzy Berry's departure provided an opportunity for an internal promotion with Aaron Farrell joining the executive team.

Taking North Queensland to Canberra

Chairman Tom Ryan, CEO Debra Burden and then GM of Service Delivery Suzy Berry joined the Mayors of North Queensland for the "Taking North Queensland to Canberra" tour. We were able to meet with Minister for Social Services Dan Tehan and discuss the National Disability Insurance Scheme.



Taking selectability to Canberra: Herbert MP Phillip Thompson, Suzy Berry, Minister for Social Services Dan Tehan and Debra Burden.

Junction Clubhouse Transition

The process to transition the management of the Junction Clubhouse in Cairns from selectability to self-management under their newly established company was achieved. This was a long-term goal of the members of The Junction and selectability was delighted to assist them to realise it. The Clubhouse was originally founded by MIFNQ.

Auditor Appointment

At the November 2018 selectability Annual General Meeting, the Board appointed a new external auditor Jessups Accountants and Business Advisors under Director Paul Sapelli. We thank Mark Andrejic and Crowe Horwath for their service.

Accreditations

selectability successfully completed a surveillance audit for our accreditation under the Human Services Quality Standards. We became accredited under the National Standards for Mental Health and achieved accreditation under the NDIS Practice Standards which is governed by the new NDIS Quality and Safeguards Commission.

Debra Burden
CEO

Tom Ryan
CHAIR



Flood Recovery Support

As a leader in mental wellbeing and suicide prevention, selectability was an influential player in responding to the Townsville flooding disaster in February 2019. Our Lifestyle Support Workers (LSWs) provided around-the-clock support to consumers who needed to evacuate. Our Townsville Suicide Prevention Manager Adriel Burley was appointed Chair of the Townsville City Council Mental Health Recovery Task Group. Separately, the NQ PHN has provided additional funding to support selectability's suicide prevention efforts post the impact of the flood.

selectwellbeing

selectability's new 'selectwellbeing' program was launched on 1st July 2019 providing individual and group supports for both Townsville Hospital and Health Service and North West Hospital and Health Service.

Clubhouses Funding Secured

Base funding was to end on June 2019 for our Inspire Clubhouse (Townsville) and Horizon Clubhouse (Mackay). This created great concern in the months leading up to the end of June 2019.

Australian Commercial Marketing undertook a series of focus group meetings with NDIS consumers and members of both Inspire Clubhouse and Horizon Clubhouse.

These focus groups indicated consumers were experiencing anxiety due to the many changes they faced, particularly around the implementation of the NDIS. Members of the Clubhouses were concerned about the future and continuity of Clubhouse services and strongly stated their high level of vital emotional connection to their Clubhouse in terms of socialisation, community engagement and sense of personal self-worth.

In July 2019, the Queensland Government confirmed its support of the Clubhouses up until 30th June 2021 to allow these important services to continue. We greatly appreciate the State Government's support.

Other Funding Achievements

The NQ PHN awarded selectability funding to assist with the transition of the remaining consumers on the PHaMs and day-to-day living programs to either the NDIS or Continuity of Support. This must be completed by 30th June 2020.

We were successful in being awarded funding until 30th June 2021 to establish Mental Health Hubs in Townsville and Mackay. These are expected to be operational prior to Christmas 2019.

NDIS Services

The introduction of the Temporary Transformation Payment and the price increases for the NDIS that commenced on 1st July 2019 were very welcome and ensure the ongoing viability of our NDIS services.

Staff & Consumer Feedback

Employee Survey

In an employee survey conducted by Best Practice Australia in 2018, 64% of employees stated selectability is a "Truly Great Place to Work". (88% of employees completed the survey)

Consumer Experience Survey

This survey was undertaken by Australian Commercial Marketing in May 2019. Results indicated selectability enjoys positive relationships with its consumers, most of whom greatly value their service experience. The survey also indicated that for 83% of consumers, selectability is the only or main service provider they use.

Appreciation for John Moore

The Board would like to acknowledge the passing of John Moore in January 2019. John was a long-term supporter of MIFNQ/selectability and, as a volunteer, ran the Hand Up support group. We thank John for his service and send condolences to his family and friends.



Who We Are

selectability exists to improve the mental wellbeing of the people of regional Queensland and to champion suicide prevention in our communities.

selectability is proud to be one of regional Queensland's largest and leading providers of mental health NDIS services across a wide footprint, supporting individuals and communities in northern, central and western Queensland.

We partner with the State and Federal Governments to deliver vital funded programs around mental wellbeing and suicide prevention for those who do not qualify for or are yet to access NDIS funding.

We are proud of our history which includes the merger of SOLAS and MIFNQ in 2017 and are committed to our focus on connecting with and making a difference for our community.

Our Board

selectability's Board of Directors, chaired by Tom Ryan (pictured), possesses extensive expertise across mental health, disability support, clinical practice and business management.



Chair

Tom Ryan

RN, DipApp Sci, Grad Dip Ed, MMH (Psychotherapy) FACMHN (Director since 2000)

Special responsibilities: Chair Governance Committee & Board
Chair selectability Training

Directors

Marianne Bonassi

MMH (Psychotherapy) B. Occ. Thy. GCE (TT) (Director since 2008)

Special responsibilities: Member Governance Committee, Director selectability Training

Dr David Hartman

MBBS, FRANZCP (Director since 2019)

Special responsibilities: Member Governance Committee, Director selectability Training

Sandra Hubert

AFAIM; B.Com; AdvDip Bus; Cert IV Disabilities; Cert IV Work Health & Safety (Director since 2016)

Special responsibilities: Member Finance, Audit & Risk Committee, Director selectability Training

Robert (Bob) James

CPA, Bachelor Social Science (Hons) and Master Indigenous Studies (Hons) (Director since 2017)

Special responsibilities: Member Finance, Audit & Risk Committee, Director selectability Training

Stephanie Naunton

Bachelor Laws; Grad Dip Legal Practice (Director since 2018)

Special responsibilities: Member Governance Committee, Director selectability Training

Dr Clive Skarott AM HonDUniv

DipFinSvcs, FAICD, FAMI, JP (Qual.) (Director since 2019)

Special responsibilities: Member Finance Audit & Risk Committee, Director selectability Training

Professor Robert Stable AM

MBBS, DUniv (QUT), MHP, FRACGP, FAICD, FCHSM (Hon) (Director since 2018)

Special responsibilities: Member Finance Audit & Risk Committee, Director selectability Training

Matthew Watts

NVQ (Estate Agency), City & Guilds Television and Video Production (Director since 2014)

Special responsibilities: Member Governance Committee, Director selectability Training

Our Executive Team

Our executive team brings a wide variety of skills and a combined commitment to continue to expand and grow selectability's scope and regional reach to ensure it helps more and more people achieve a life of choice and meaning.



Chief Executive Officer

Debra Burden

BBus FIML FAICD

Debra has previously held CEO and executive management positions with Queensland Country Credit Union and Health Fund, 1300Smiles and Canegrowers Burdekin. Her business management expertise has been recognised with the QLD Business Review Women in Business Award and the Queensland Telstra Business Women's Award. Debra has held board positions in numerous companies and is currently a Director of Townsville Hospital and Health Service, a Director of North Queensland Primary Health Network and Deputy Chair of North and West Remote Health.

General Managers



MACKAY

Chris Attard

BBus (Comm), FCPA, AGIA, ACIS

Chris joined selectability in 2019 bringing with him over 30 years' financial, IT and general management experience. He has worked in multiple sectors including mental and allied health, manufacturing and resources, and has served on The Asthma Foundation of Queensland and Hockey Queensland Boards. Chris has been both a member and Chair of Audit, Finance and Risk Committees, is a FCPA and holds a Graduate Diploma Applied Corporate Governance.



TOWNSVILLE

Aaron Farrell

Aaron has worked in the disability sector for over 16 years. He specialises in Operational Management within the private and not-for-profit sectors and has worked in Federal and State Government roles. Aaron was instrumental in transitioning over 1,000 Queensland providers from state funding programs into the NDIA and successfully transitioned the first Queensland participant into the NDIS.



CAIRNS

Ingrid Steed

BA (Nursing) MACN AIAM (mediator)

MAICD

Ingrid is a senior registered nurse specialising in health service leadership. She has more than 25 years' experience leading health programs across regional Queensland, most recently in the community and primary health sector.



CHIEF FINANCIAL OFFICER

Brett Oates

Bcom ASA

Brett has extensive experience in the health sector, specialising in financial management, unit costing and contracting. Brett's recent experiences include CFO roles in Queensland Health and Hospital Services, and Interim Chief Executive for the Western Queensland Primary Health Network.



SPECIAL PROJECTS MANAGER

Nasir Tajuddin

MBA

Nasir has over 10 years' experience in project management, business transformation and process improvement initiatives across a variety of industry sectors and business functions. These include education (higher education and VET/RTO), ICT, web/application technology, market research, insurance, financial services and contract management.



TRAINING MANAGER SELECTABILITY TRAINING

Jonathan Mehigan

JP (Qualified), Trainer and Assessor

Jonathan is a Registered Training Organisation (RTO) manager with a background in computer systems analysis and a penchant for media, sales and digital marketing. He brings over 10 years' of leadership and management experience in the Vocational Education and Training and Community Services sectors.



MANAGER SUICIDE PREVENTION (TOWNSVILLE & DISTRICT)

Adriel Burley

Australian Mental Health Leaders Fellow

Adriel has a broad and active passion for suicide prevention as well as a wealth of experience from across North Queensland and Western Australia. Beyond his role in local leadership through selectability and the Townsville Suicide Prevention Network, Adriel is also one of the campaign leaders of Operation Compass (National Suicide Prevention Trial) for ex-ADF/Veterans and their families and was appointed Chair of the Townsville City Council Mental Health Recovery Taskforce following the February 2019 flood.



Our Employees

At selectability we value difference and diversity.

We have a qualified and highly skilled workforce including psychologists, mental health nurses and social workers, lifestyle support workers, support coordinators and life coaches, all united by the common goal of achieving selectability's vision – helping more regional Queenslanders access mental wellbeing and suicide prevention support and services.

Our team is made up of individuals with a wide range of backgrounds and experience and continues to grow year by year. We employ more than 220 staff in 14 locations across 7 regions.

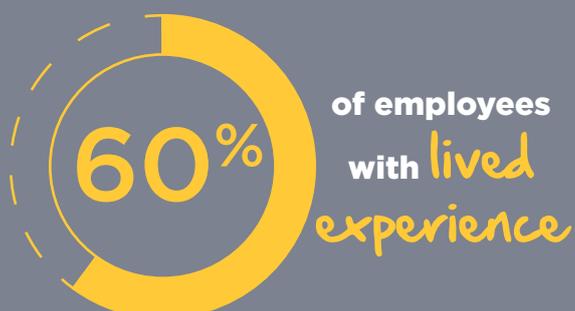
An employee survey conducted by Best Practice Australia in September 2018 (completed by 88% of our employees) reported 64% of employees stated selectability is a “Truly Great Place to Work”.



64%

of employees say
selectability is a

“truly great
place to work”



What We Do

Mental wellbeing and suicide prevention, NDIS services and support.

Supporting regional Queenslanders to live a life of choice and meaning.

NDIS

- Service Provision
- Support Coordination

HUBS

- Mental Health Hubs
- Clubhouses
- Carers Hubs

FUNDED PROGRAMS

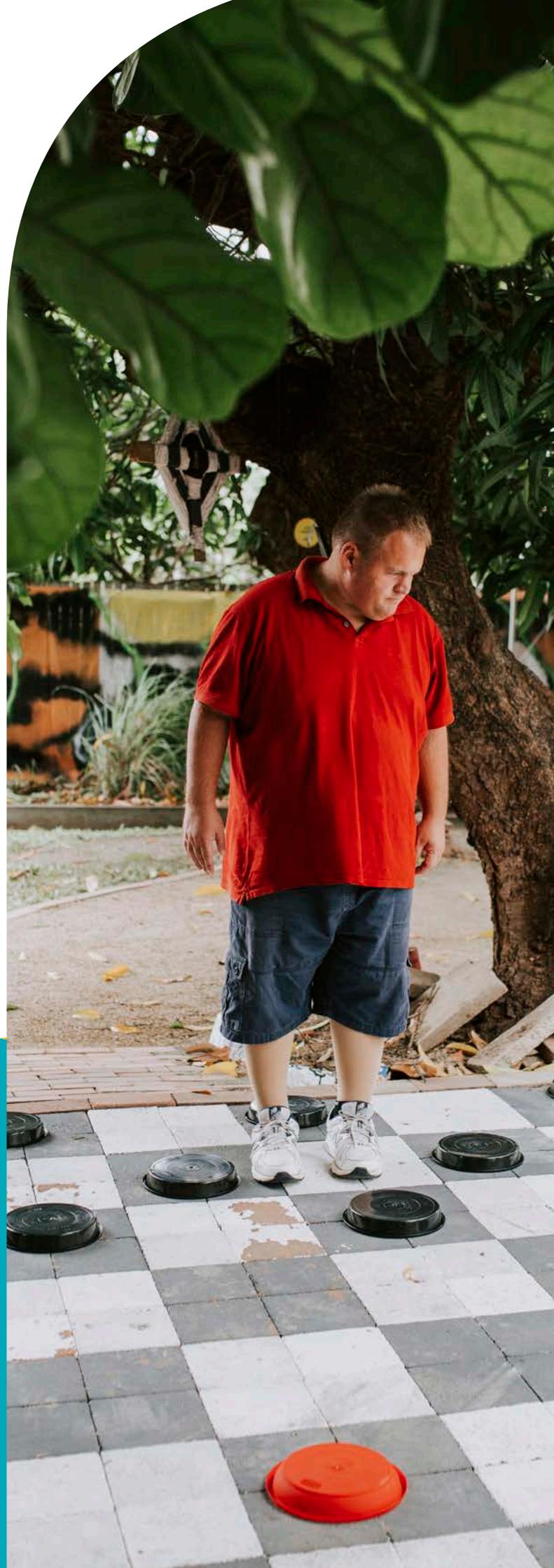
- Mental Wellbeing Support
- Suicide Prevention

TRAINING

- Nationally recognised training at the Certificate III, IV and Diploma levels with Government subsidies
- Professional Development
- Mental Health First Aid
- Short Courses targeted at educating the NDIS workforce & supporting carers

Our Vision

By 2025, selectability is the provider of choice for mental wellbeing services and a recognised champion in suicide prevention in regional Queensland.





Our Strategic Directions

CONSUMER & STAKEHOLDER DRIVEN CULTURE

Respond to current and future consumer and stakeholder needs and aspirations.

SERVICE INNOVATION & DEVELOPMENT

Utilise research to support innovation and expansion in mental wellbeing and suicide prevention services.

ORGANISATIONAL PERFORMANCE

Continue as one of Australia's most respected and financially sound service providers.

REGIONAL LEADERSHIP

Maintain a nationally respected position as a leader in regional Queensland

STRATEGIC SCALE

Build on our strong relationships to benefit our consumers and stakeholders.

Our Values

ACCOUNTABILITY

We take responsibility for our actions

COMMITMENT

Our consumers, their goals and their rights are everything

COMPASSION

We understand and care deeply about our consumers

INNOVATION

We believe every day is an opportunity to improve

INTEGRITY

We do the right thing even when nobody is looking

POSITIVITY

We engender courage and passion for a better future

RESPECT

We acknowledge that everyone is different and promote equal human rights

Our Services

selectability is an accredited National Disability Insurance Scheme (NDIS) service provider as well as a champion of suicide prevention.

We specialise in supporting regional Queenslanders with a psychosocial disability through our range of social and mental wellbeing supports, services and programs.

Our team also delivers vital Federal and State Government funded initiatives to support those who do not, or have not yet, qualified for an NDIS package.

NDIS

The introduction of the NDIS has empowered regional Queenslanders with choice, enabling them to select the supports that match their individual needs and goals.

But for some, navigating the ever-evolving landscape of NDIS supports can be challenging - that's where our team can help.

As one of the first organisations in the region to transition to NDIS, selectability has already helped hundreds of people with psychosocial disabilities access and implement their NDIS plans.

Who we help

The selectability team members are experts in helping teenagers and adults with psychosocial disabilities or mental health concerns to live a life of choice and meaning.

Our supports are also highly-sought by and available to **ALL** NDIS participants whose goals include social inclusion, lifestyle independence and/or capacity building such as shopping, navigating transport, social outings etc.

Our talented team of Support Coordinators can help those of all ages and abilities to get the most out of their NDIS packages.

We have already helped hundreds of regional Queenslanders access and implement their NDIS plans. In the 2018-19 financial year, our NDIS consumer base grew 44 per cent.



NDIS Services

selectability is a leading provider of social and mental wellbeing supports through our regional teams of Lifestyle Support Workers (LSWs).

We cover a range of service support categories including:

- Assistance With Daily Living (includes supported independent living)
- Social & Community Participation
- Increased Social and Community Participation
- Improved Daily Living

Individual Supports

Our LSWs utilise a person-centred approach to help regional Queenslanders achieve their personal goals, in keeping with their own individual needs and abilities.

Support packages are tailored to meet individual needs and can include activities to help people:

- Connect with family and friends
- Connect with community
- Volunteer
- Join a sports or social club
- Apply for a job
- Attend training

Group Supports

At selectability we also offer group supports designed to increase social participation, develop new skills, build capacity and strengthen community connection.

Our Inspire Clubhouse (Townsville) and Horizon Clubhouse (Mackay) provide supportive, non-clinical environments for adults with a lived experience of mental illness to reconnect with the community through participation in a range of recovery-oriented activities and programs.

For more information on our NDIS Services contact:

administration@selectability.com.au
1800 133 123

Support Coordination

Not only can our team deliver your services, but we can also help you get the most out of your plan by co-ordinating your NDIS supports.

Our committed team thinks outside of the box and our goal is to achieve the results each individual participant wants and needs to enable them to live a life of choice and meaning.

From connecting people with their dream job to their first apartment – we work together with regional Queenslanders to realise their potential.

For more information about our Support Coordination services contact:

supportcoordination@selectability.com.au
1800 133 123

Clinical services

We believe that everyone deserves the right to quality, affordable and holistic services at each stage of their recovery.

Through our Mental Wellbeing Practices in Cairns, Townsville and Mackay, selectability delivers a range of clinical services to foster and enhance the wellbeing of individuals, families and carers.

Our clinical team includes psychologists, mental health social workers and mental health credentialed nurses, all passionate about improving mental wellbeing and assisting regional Queenslanders on their journey back to wellness.

People can access our no gap services through Medicare bulk-billing, Connect to Wellbeing, WorkCover, Department of Veterans' Affairs, Employee Assistance Programs (EAP), Australian Defence Force members, private health funds and NDIS.

You are also able to see us privately, by fee-for-service.

Contact: 1800 133 123

Funded Programs

As a leader in mental wellbeing service provision and advocacy, selectability is responsible for delivering a variety of State and Federally funded programs including our Clubhouses in Townsville and Mackay, our selectwellbeing program and suicide prevention initiatives and advocacy.

Clubhouses

Our mental wellbeing Clubhouses are open to adults with a lived experienced in mental illness.

The Inspire (Townsville) and Horizon (Mackay) Clubhouses offer supportive, non-clinical environments to give members the opportunity to reconnect with the community through participation in a range of recovery-oriented activities and programs.

Arts and craft, recreational outings, music lessons, gardening, cooking lessons, fishing clubs and social outings are just some of the activities on offer through our clubhouses. These support members to build confidence, make friends and learn skills to help them access education and employment opportunities.

Participation in the Clubhouse is voluntary, and members are able to choose which initiatives they take part in – allowing them control of their own mental wellbeing.

NDIS participants can access our Clubhouses and choose from individual and therapy supports along with a range of group activities to help them reach their individual lifestyle goals.

Last year, Townsville Clubhouse members showed great resilience and community spirit, supporting each other through the February monsoon and flood event.

Mackay’s Horizon Clubhouse has continued to provide vital support to some of the region’s most vulnerable residents.

selectwellbeing

This is a unique, selectability-designed program available to individuals who are case managed by the Townsville and North West hospital and health service mental health service groups.

It is based on a stepped care model and provides those impacted by mental illness (but not eligible for the NDIS) with access of up to 12 months of individual and group support.

selectwellbeing includes both individual and group (peer-led) programs with varied intensity based on the needs of those participating.

Referrals to this program must come through the hospital and health services’ case managers.



“It feels good that you can do something like learning an instrument, it means I can get some enjoyment and experience fun times”

INSPIRE CLUBHOUSE MEMBER

Support For Carers

The Mental Health Respite: Carer Support (MHR:CS) program assists carers of people with severe mental illness, and their families, to continue in their caring roles, improve their health and wellbeing and participate socially and economically in the community.

Our supports for Carers include:

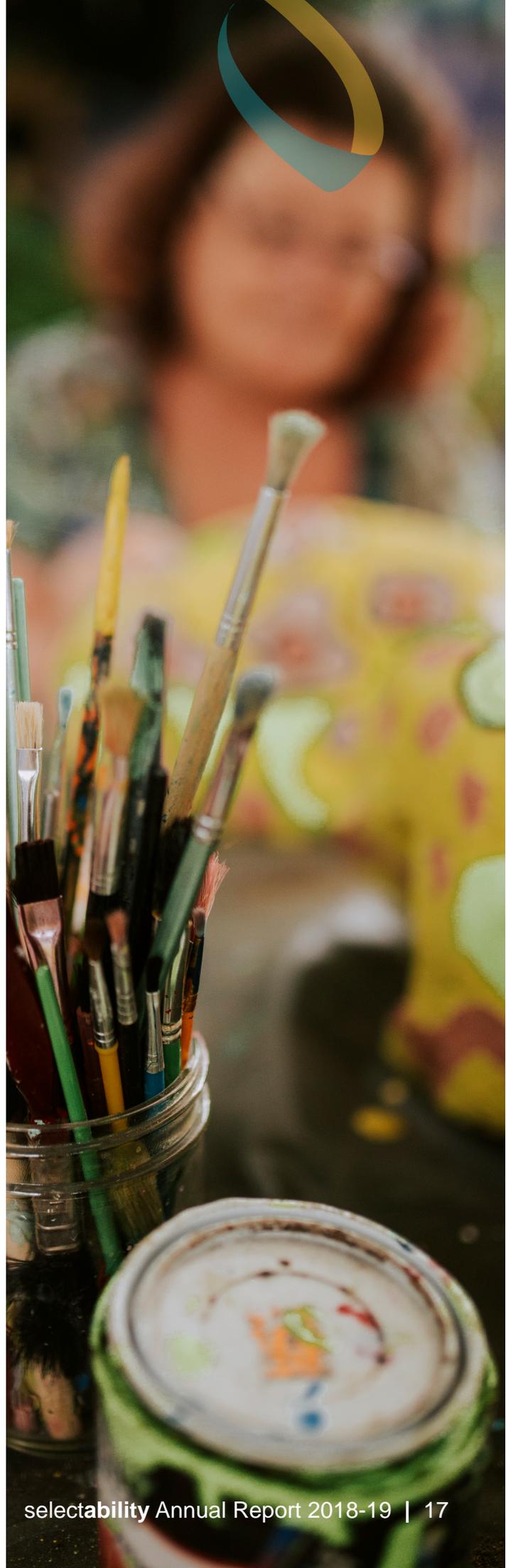
- Carer Support Hubs
- Carer Respite (planned & emergency)
- Carer individual and group counselling
- Carer training - Caring For The Carer Program
- Carer assistance to obtain an NDIS plan for the person they care for.

Culturally Diverse Services

selectability works in partnership with the Townsville Multicultural Support Group (TMSG), Townsville Intercultural Centre (TIC) and Open Minds in Mt Isa to deliver culturally appropriate mental health services.

“Particularly in relation to Horizon Clubhouse, there is a strong and widely-held bond to the Clubhouse concept/principles, the facility, the “family” within and above all, to the staff...”

CONSUMER EXPERIENCE SURVEY, JUNE 2019





selectability Training

selectability's registered training organisation (RTO) selectability Training continued to grow and evolve throughout the 2018-19 financial year.

The RTO was initially bought into the selectability group as it was recognised that a new workforce would need to be trained to support the NDIS.

The transformation and rebrand from its former identity Jobtrain to now being a leading Community Services RTO is complete including a relocation to modern, fresh facilities at selectability House in Vincent, Townsville.

The introduction of an innovative and interactive Learning Management System (LMS) has been a key tool in bringing its training courses online.

Training Manager Jonathan Mehigan said in the 12 months since rebranding, selectability Training has earned respect and reputation as a high-quality Community Services training provider dedicated to employment outcomes for graduates, and creating opportunities for students and employers.

"We've put a lot of work into making access to education easy for students and employers, with modern online options that are seamlessly integrated with blended delivery and high value face-to-face learning," Mr Mehigan said.

"Workforce development is at the heart of what we do, and we recognise that employers can only take advantage of new business opportunities to build growth, explore new niches and diversify their businesses, when they employ the right people with the right skills.

"More than simply branding and operational change, we're proud to be now, more than ever, firmly embedded in our community with our mission to provide training that leads to employment opportunities and generates career pathways."

Through strong community connections with like-minded organisations, selectability Training will deliver partnered programs for NDIS workers, underprivileged or out-of-work residents and carers throughout the 2019-2020 financial year.

Nationally Recognised Training Courses

- Diploma of Community Services (Case Management) CHC52015
- Certificate IV in Mental Health CHC43315
- Certificate IV in Mental Health Peer Work CHC43515
- Certificate III in Individual Support (Disability) CHC33015
- Certificate III in Individual Support (Ageing) CHC33015
- Certificate III in Community Services CHC32015
- Certificate III in Business Administration BSB30415



Richard Roe Connecting 2 Community Circles with Jonathan Mehigan for the Steps 4 Success in Health program launch

Year in Review
At a Glance



Our Workforce

220 
STAFF EMPLOYED

14 
LOCATIONS

7 
REGIONS

Our Programs

1 **RO** 
Registered Training Organisation

2 **Suicide Prevention Programs**
Townsville & Mackay

+ **2** **Hospital & Health Service Transition Programs**

Our Facilities

2 **Carer HUBS** **Mental Health HUBS**


2 **Mental Health CLUBHOUSES**  **3** **Mental Wellbeing PRACTICES**

NDIS Participant Growth

2018-19
NDIS Customer Base
 **44%**

Service Delivery **42%**

Support Coordination **59%**

Total Growth **59%**



Suicide Prevention - Feature Story

Lessons Learned through Flood Recovery



selectability is proud to champion suicide prevention ideology and initiatives across regional Queensland through our Townsville, Whitsunday, Isaac and Mackay Suicide Prevention programs.

This year, the Townsville region experienced an unprecedented monsoon event and flood which inundated hundreds of homes and businesses.

selectability's Manager of Suicide Prevention Adriel Burley said the 12-month period could be divided into two distinct segments - before the flood and after the flood.

BEFORE THE FLOOD

The six months up until Christmas 2018 saw a focus on acute response to suicide prevention crisis in the community.

A highly-successful trial initiative was launched involving emergency service frontline responders including Ambulance and Police distributing 37,000 Suicide Prevention 'Service Finders' across the region.

The Service Finders were essentially bookmarks which included contact details for suicide prevention/crisis services. They were distributed when responders were called to jobs and given out at public location and events.

The trial produced excellent results with ambulance staff reporting residents actively used the Service Finders including as an alternative to calling triple zero if they were not at crisis point.

"This initiative is one of the first times in Queensland where frontline responders have delivered suicide prevention material on such a scale including across Townsville and the surrounding districts of Cardwell, Magnetic Island, Palm Island and out to Hughenden," Mr Burley said.

"The program was rolled-out in the lead up to Christmas, as that can tend to be an isolating time for many people, but as it turned out the timing couldn't have been better as it was just eight-weeks out from a major flooding disaster."

AFTER THE FLOOD

Due to the Service Finder initiative critical suicide prevention information was at hand for tens of thousands of North Queenslanders when the record monsoon and resulting flood occurred in February 2019.

Mr Burley said Townsville City Council showed insight by asking selectability, through the Townsville Suicide Prevention Network, to establish a Mental Health Recovery Taskforce almost immediately in response to the event.

The taskforce included multiple agencies and has provided leadership and insight into community needs during the recovery phase.

Mr Burley said, as a community, we are now better equipped to deal with similar disasters in the future but there are still things all of us can do to help in this recovery.

"Through the task force we have been able to understand what the immediate needs are in both the health sector and the public, to hopefully support recovery and limit further chronic mental illness or distress in the community," he said.

"Everyone heals differently so please be mindful of others during this time, try not to say 'we're all good now' because perhaps some of us are not quite there yet. The second thing is taking ownership of your own recovery - talk about it early and often and don't wait until it becomes a crisis situation."



Our Events



Lisa Ashcroft,
Riding on the Waves of La La land



NOW YOU SEE ME

selectability ... ART COMPETITION AND EXHIBITION

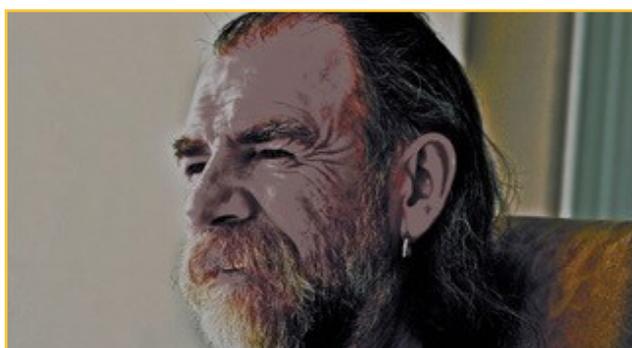
Ashleigh Jane, Pandora



Narelle Kirkham, Elephant



Lachlan Terry, The Irishman



Art Workshop



September - October 2018

selectability's Now You See Me art project aimed to reduce the stigma attached to mental illness, by using art and expression to bring the community together to promote social inclusion and challenge pre-existing attitudes towards mental illness.

Now You See Me included artistic workshops, a competition which encompassed all visual artforms including sculpture, painting and photography and an exhibition held at selectability House coinciding with World Mental Health Day on 10 October 2018.

The project was supported by the Townsville City Council and selectability General Manager Townsville Aaron Farrell said the community embraced the concept.

"The idea of providing a blank canvas for those with lived experience to express their feelings, hopes and ideas around mental wellbeing was a unique and exciting prospect for the Townsville community," Mr Farrell said.

"Understanding mental illness is key to breaking the stigma. The project was about challenging people to think differently about mental illness and understand that it impacts us all at some point in our lives.

"Now You See Me put the focus on the individual not the illness," he said.

Sixty-seven entries were received across a wide range of ages, occupations, lived experiences and life situations.

Major prizes included Winner (\$2,000) and People's Choice (\$1,000), but the true victory was uniting the community in breaking down the barriers to addressing mental wellbeing issues.

Speed painter Brad Blaze entertained the crowd of over 200 at the awards night on October 10, 2018 - World Mental Health Day.

Yak About It – Caring For You, Caring For Them

February 2019



The Yak About It event was held in Mackay at the end of February 2019.

This was an event for Carers and those they care for to be entertained and informed with like-minded people and hear the latest assistance available to them.

It also featured the ever-popular Mark McConville's laughter clinic, performer Drewboy, and men's health advocate Grant Westthorp who is also the Well Man app creator.

The event was rated 18+ and was received extremely well by the audience who engaged in meaningful conversations about mental wellbeing and of course, shared some great laughs along the way.

Political Panel

March 2019

Continuity of funding to support vital mental health service delivery across North Queensland was put into the spotlight during the NQ Alliance for Mental Health political panel discussion hosted by selectability.

The candidates for the Seat of Herbert came together for the first time in the lead up to the 2019 Federal Election being called, to discuss how they intended to address growing mental health issues in our community.

The panel included the then Labor Member for Herbert Cathy O'Toole, LNP Candidate (now Herbert MP) Phillip Thompson OAM, KAP's Nanette Radeck, and Green's Candidate Sam Blackadder who lodged a written statement.

selectability CEO Debra Burden addressed the panel saying the sector required a steadfast commitment on a Federal Level to support our community's most vulnerable people.

"We were encouraged to hear that the Federal Candidates were passionate about mental health and each had their own unique perspective having worked in the sector, been involved with youth or having had their own lived experience," Ms Burden said.

"Almost 700,000 Australians live with severe mental illness including around 4,500 living here in the Seat of Herbert.

"Only a fraction of those qualify under the criteria for NDIS funding and so rely on other vital State and Federally-funded community-based programs such as our Clubhouses."

We greatly appreciate the support of the Queensland Government which confirmed in July 2019 that it would provide base funding for our Clubhouses up until 30 June 2021 to allow these important services to continue.





selectability Cares

March 2019

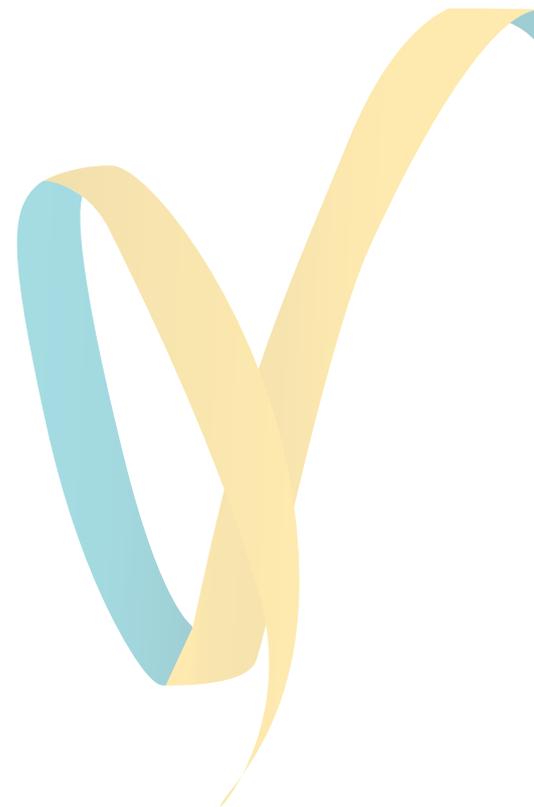
selectability Cares was a free Townsville community event using comedy, music and fun to unite the community on issues of mental wellbeing and suicide prevention in a family-friendly environment.

Held a little over a month after the devastating monsoon event which led to widespread flooding across Townsville and the surrounding region and in conjunction with International Neighbours Day - it was a poignant time for the city and its people.

Local circus crew Cajam Circus, which had its gym flooded and equipment destroyed featured in the event - demonstrating that circus performing required strength, resilience, confidence and the act of juggling itself was symbolic of dealing with life's many challenges.

Mark McConville's laughter clinic was a key component of the event - demonstrating just how vital laughter can be in achieving mental wellbeing.

Mayor Jenny Hill officially opened the event which also featured NQ musician and mental health advocate Drewboy, Well Man app creator Grant Westthorp and information stalls from local mental wellbeing support & services.







Clinical Workshop – Borderline Personality Disorder

September 2019

This workshop, delivered by selectability and Mercy Community, was designed for clinicians and carers involved in helping people with a Borderline Personality Disorder diagnosis.

It included presentations on the nature and accessibility of treatment options with emphasis on what does or might not work locally.

It was very well attended with 50 registrations but over 80 attendees on the day.

The event was hosted in the selectability House meeting room with selectability Chair Tom Ryan and Director Dr David Hartman delivering key presentations.

NQ Alliance of Mental Health

selectability has continued to act as a major participant in the NQ Alliance for Mental Health which aims to bring like-minded organisations together with united goals to break the stigma of mental illness and promote the mental wellbeing of our community.

selectability was pleased to host the monthly meeting of the NQ Alliance for Mental Health on World Mental Health Day 2019 which included guest speaker – Mr Mick Reid, President of the Mental Illness Fellowship of Australia and special guest – Mr Des Lee NDIS Regional Director, Disability & Community Services FNQ.

The Alliance was originally formed by SOLAS under the leadership of the then CEO Cathy O’Toole.





Our Future

Regionalisation Strategy

Ensuring more regional Queenslanders receive the services and support they need and deserve is the motivation behind selectability's regionalisation strategy.

The organisations' directors and executives held an in-depth strategy conference to map out the future pathway to achieve the organisational goals.

Part of that strategy has already been enacted with the appointment of General Managers in Townsville, Cairns and Mackay.

selectability CEO Debra Burden said the appointments of Chris Attard (Mackay), Ingrid Steed (Cairns) and Aaron Farrell (Townsville) was a great step towards achieving its expansion goals.

"Our aim is always to improve the mental wellbeing of regional Queenslanders and champion suicide prevention," Ms Burden said.

"Our goal is to help more regional people in more ways, and in order to do that we plan to grow by expanding our services and our physical footprint, as well as by working more closely with other existing service providers in the regions."

"Our aim is always to improve the mental wellbeing of regional Queenslanders and champion suicide prevention."

DEBRA BURDEN, CEO



Our Footprint

selectability is one of Queensland's largest NDIS providers of mental wellbeing and suicide prevention support and services. Our footprint stretches from our head office in Townsville, North to Cairns, South to Mackay, West to Mt Isa and East to Palm Island.

Our teams based in each of our areas have helped hundreds of Queenslanders achieve the most out of their NDIS plans using local knowledge, expertise and experience unique to our regional Queensland locations.





Financial Report

SELECTABILITY LTD AND CONTROLLED ENTITY

DIRECTORS' REPORT

Your directors present this report on selectability Ltd and its controlled Entity, Jobtrain Pty Ltd, for the financial year ended 30 June 2019.

Directors

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

Thomas Ryan
Sandra Hubert
Matthew Watts
Marianne Bonassi
Robert James
David Hartman (appointed 29 January 2019)
Stephanie Naunton (appointed 30 October 2018)
Clive Skarott (appointed 29 January 2019)
Robert Stable (appointed 30 October 2018)
Therese Smith (resigned 31 July 2018)

Directors have been in office since the start of the financial year to the date of this report unless stated otherwise.

Principal Activities

The principal activity of selectability Ltd during the financial year was to improve the mental wellbeing of regional Queenslanders and to reduce deaths by suicide.

The principal activity of Jobtrain Pty Ltd was the provision of training.

No significant changes in the nature of the Group's activities occurred during the financial year.

New Accounting Standards Implemented

The Group has implemented AASB 9: *Financial Instruments*, which came into effect on 1 July 2018.

The Group has assessed the requirements of this new standard and was not required to make any retrospective adjustments to its results.

Business Review

The deficit for the year amounted to \$430,390 (2018: \$54,120 surplus).

Members Guarantee

selectability Ltd is incorporated under the *Corporations Act 2001* and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 towards meeting any outstanding obligations of the Entity. At 30 June 2019, the total amount that members of the company are liable to contribute if the company is wound up is \$90 (2018: \$60).

Jobtrain Pty Ltd is a company limited by shares.

Information on Directors

Thomas Ryan (Chair)

RN, DipApp Sci, Grad Dip Ed, MMH (Psychotherapy) FACMHN (Director since 2000)

Tom has been a practicing psychotherapist for more than 30 years. He is currently the Primary Care Liaison and practicing within and coordinating the Specialist Psychotherapy Clinic for Townsville Hospital and Health Service Mental Health Service Group. He was formerly Nursing Director, Director of Area Mental Health Services, and has held various Clinical Nurse Consultant and other clinical and management roles

SELECTABILITY LTD AND CONTROLLED ENTITY

DIRECTORS' REPORT

Tom is involved in mental health as a responsibility of a citizen as well as a mental health professional. He strongly believes that the lasting solutions to much of the distress people experience lie within engagement with our communities, a sense of belonging and compassionate mutual responsibilities. He believes selectability gives expression to that ethos.

Special Responsibilities: Board Chair and Chair of Governance Committee

Sandra Hubert (Director)

AFAIM; B.Com; AdvDip Bus; Cert IV Disabilities Cert IV; Work Health & Safety (Director since 2016)

Sandra has her own business providing accounting services organisations while also working as a disability support worker. She was a management committee member since 2006 of MIFNQ and involved in the merger with Solas Ltd.

Sandra has focused her life on helping others. Through her work in disabilities and acquired brain injury she is passionate about putting the focus on the individual rather than the disability.

Special Responsibilities: Member of Finance Audit and Risk Committee.

Matthew Watts (Director)

NVQ (Estate Agency), City & Guilds Television and Video Production (Director since 2014)

Matthew is an IT contractor for Queensland State Government. Prior to this he worked in high value residential and commercial property sales, finance, and executive and public sector recruitment

He is passionate about promoting the role that organisations like selectability plays in the community to ensure these services are accessible to as many consumers as possible.

Special Responsibilities: Member of Governance Committee.

Marianne Bonassi (Director)

MMH (Psychotherapy) B. Occ. Thy. GCE (TT)

Marianne has been an academic advisor at JCU in the discipline of Occupational Therapy at JCU where she is also undergraduate coordinator and lecturer. She has clinical experience with Queensland Health - Townsville Mental Health Service Group.

Marianne is passionate about making a difference in some small way to those in the community who experience mental health issues. This is reflected in both her professional and personal life.

Special Responsibilities: Member of Governance Committee

Robert (Bob) James (Director)

CPA, Bachelor Social Science (Hons) and Master Indigenous Studies (Hons) (Director since 2017).

Bob is a retired university lecturer and accountant. He has a long-term concern for those with mental health issues and their families and carers. This interest was brought about by family exposure to mental ill health and suicide in 2001 and 2003.

He joined the board of one of selectability's founding organisations Mental Illness Fellowship NQ (MIFNQ) in 2004 and was President and Chair for many years.

Special Responsibilities: Member of Finance and Risk Committee.

SELECTABILITY LTD AND CONTROLLED ENTITY

DIRECTORS' REPORT

Dr David Hartman (Director)

MBBS, FRANZCP

David is currently a psychiatrist in private practice and the Townsville Private Clinic. He is a Queensland Health staff specialist and Adjunct Associate Professor at James Cook University. He was previously Clinical Director, Child and Youth Mental Health Service for the Townsville Hospital and Health Service.

As a psychiatrist specialising in youth mental health, David has a longstanding commitment to working with young people with severe mental health problems.

Special Responsibilities: Member of the Governance Committee.

Stephanie Naunton (Director)

Bachelor Laws; Grad Dip Legal Practice

She has worked for the Minister for Disability Services and Seniors the Hon. Coralee O'Rourke and as senior advisor to the former Member for Herbert, Cathy O'Toole.

She is passionate about mental wellbeing because she has seen the difference organisations like selectability have made on people's lives.

At 16 she lost a close friend to suicide so she understands the confusion and anguish many loved ones can feel after this event and how important it is to ask for support.

Stephanie believes mental well-being and suicide prevention are the biggest issues we are facing in Australia and she wants to support organisations and Government in ensuring more is done.

Special Responsibilities: Member of the Governance Committee.

Dr Clive Skarott AM HonDUniv (Director)

DipFinSvcs, FAICD, FAMI, JP (Qual.) (Director since 2019)

Clive is the Chair of the Cairns and Hinterland Hospital and Health Service, Chair of JCU Dental and President of the Cairns Historical Society and Museum. He was Chair of Ergon Energy and a director of Energy Queensland Ltd as well as being Chair of the Cairns Port Authority until June 2010. He has also served in a number of other positions including as a director of Advance Cairns; Treasurer of the Regional Development Australia Committee (Far North Queensland and Torres Strait); and director and Chief Executive Officer of the Electricity Credit Union.

Clive believes he is making a valuable contribution to the mental wellbeing of North Queenslanders by serving on the selectability Board.

Special Responsibilities: Member of Finance and Risk Committee.

Professor Robert Stable AM (Director)

MBBS, DUniv (QUT), MHP, FRACGP, FAICD, FCHSM (Hon)

Professor Stable's 47 year career in health has included roles as a rural and remote General Practitioner, a Flying Doctor, Hospital Medical Superintendent and Chief Executive, Director-General of the Queensland Department of Health, Member and Chair of the Australian Health Ministers' Advisory Council, Vice-Chancellor and President of Bond University and Non-Executive Board Director/Member.

He holds other Board appointments as Chair and Director of Health Workforce Queensland, Director of the Royal Flying Doctor Service – Queensland Section and North and West Remote (Primary) Health and Chair of the Metro North Hospital and Health Service Board.

Special Responsibilities: Member of Finance and Risk Committee.

SELECTABILITY LTD AND CONTROLLED ENTITY

DIRECTORS' REPORT

Therese Smith (Director)

Master of International Sport Management, Graduate Diploma in Teaching (Secondary), Bachelor of Science.

Manager Rosh Tech (Townsville) Pty Ltd since 1993; Managing Director of Gleeson Group since 2014; Inaugural Chairperson of Townsville Fire Women's National League basketball team 2000 to 2006; JCU Council Member 2006 to 2014; Appointed to the Board of selectability Ltd in 2014 and resigned in 2018.

Special Responsibilities: Chair of the Finance, Audit & Risk Committee, member of the Strategic Planning Committee and Director of Jobtrain Pty Ltd.

Meetings of Directors

During the financial year, 25 meetings (including committees of directors) of directors of selectability Ltd were held. Attendances by each director were as follows:

Board Meetings

Director	Number eligible to attend	Number attended
Sandra Hubert	12	12
Thomas Ryan	12	12
Matthew Watts	12	10
Marianne Bonassi	12	11
Robert James	12	12
David Hartman	5	4
Stephanie Naunton	9	8
Clive Skarott	5	5
Robert Stable	9	7
Therese Smith	1	1

Finance, Audit & Risk Committee Meetings

Director	Number eligible to attend	Number attended
Sandra Hubert	7	6
Robert James	7	7
Robert Stable	5	3
Clive Skarott	3	2
Therese Smith	-	-

Governance Committee Meetings

Director	Number eligible to attend	Number attended
Marianne Bonassi	6	6
Thomas Ryan	6	6
Stephanie Naunton	2	1
Matthew Watts	2	1
David Hartman	2	2

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

Chairman



Dated: 24 September 2019

SELECTABILITY LTD AND CONTROLLED ENTITY

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

	Note	2019 \$	2018 \$
Revenue	2	13,463,160	14,374,746
Employee benefits expense		(10,322,217)	(10,922,118)
Depreciation and amortisation expense	7	(307,796)	(243,408)
Other expenses	3	<u>(3,263,537)</u>	<u>(3,155,100)</u>
Surplus/(deficit) before income tax		(430,390)	54,120
Income tax expense	1(k)	<u>-</u>	<u>-</u>
Surplus/(deficit) for the year	18	<u>(430,390)</u>	<u>54,120</u>
Other comprehensive income, net of income tax			
Other comprehensive income for the year, net of income tax		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>(430,390)</u>	<u>54,120</u>
Dissection of Group surplus/(deficit) for the year			
selectability Ltd	18	(143,451)	28,298
Jobtrain Pty Ltd		<u>(286,939)</u>	<u>25,822</u>
Group surplus/(deficit) for the year		<u>(430,390)</u>	<u>54,120</u>

The accompanying notes are an integral part of these financial statements.

SELECTABILITY LTD AND CONTROLLED ENTITY

**STATEMENT OF FINANCIAL POSITION
AT 30 JUNE 2019**

	Note	2019 \$	2018 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	4,466,737	4,850,314
Trade and other receivables	5	1,073,916	1,219,270
Other assets	6	<u>56,564</u>	<u>41,565</u>
Total current assets		<u>5,597,217</u>	<u>6,111,149</u>
Non-current assets			
Property, plant and equipment	7	<u>4,896,868</u>	<u>4,949,914</u>
Total non-current assets		<u>4,896,868</u>	<u>4,949,914</u>
Total assets		<u>10,494,085</u>	<u>11,061,063</u>
LIABILITIES			
Current liabilities			
Trade and other payables	8	1,056,270	527,196
Employee provisions	10	325,233	356,023
Other liabilities	9	<u>2,255,804</u>	<u>2,882,803</u>
Total current liabilities		<u>3,637,307</u>	<u>3,766,022</u>
Non-current liabilities			
Employee provisions	10	<u>124,744</u>	<u>132,617</u>
Total non-current liabilities		<u>124,744</u>	<u>132,617</u>
Total liabilities		<u>3,762,051</u>	<u>3,898,639</u>
Net assets		<u>6,732,034</u>	<u>7,162,424</u>
EQUITY			
Retained surplus	17	6,732,034	5,499,711
Reserves	11	<u>-</u>	<u>1,662,713</u>
Total equity		<u>6,732,034</u>	<u>7,162,424</u>

The accompanying notes are an integral part of these financial statements.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

	Retained Surplus	Service Development Reserve	Capital Equipment Replacement Reserve	Redundancy / Termination Reserve	Property Development Reserve	Staff Incentives / Training Reserve	Total Equity
Balance at 1 July 2017	5,445,591	556,033	154,126	898,502	243,220	10,000	7,307,472
Reserve movements Surplus/(deficit) for the 2018 year	-	(56,033)	(54,126)	(45,789)	(43,220)	-	(199,168)
	54,120	-	-	-	-	-	54,120
Balance at 30 June 2018	5,499,711	500,000	100,000	852,713	200,000	10,000	7,162,424
Reserve movements Surplus/(deficit) for the 2019 year	1,662,713	(500,000)	(100,000)	(852,713)	(200,000)	(10,000)	-
	(430,390)	-	-	-	-	-	(430,390)
Balance at 30 June 2019	6,732,034	-	-	-	-	-	6,732,034

The accompanying notes are an integral part of these financial statements.

SELECTABILITY LTD AND CONTROLLED ENTITY

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019**

	Note	2019 \$	2018 \$
Cash flows from operating activities			
Cash receipts from funding bodies and customers		13,478,223	14,506,836
Cash paid to suppliers and employees		(13,659,593)	(14,433,086)
Interest received		88,626	42,906
Interest expense		<u>(1,658)</u>	<u>-</u>
Net cash generated by/(used in) operating activities		<u>(94,402)</u>	<u>116,656</u>
Cash flows from investing activities			
Payments for plant and equipment	7	(289,175)	(483,799)
Proceeds from sale of plant and equipment		<u>-</u>	<u>400</u>
Net cash generated by/(used in) investing activities		<u>(289,175)</u>	<u>(483,399)</u>
Net increase/(decrease) in cash and cash equivalents		(383,577)	(366,743)
Cash and cash equivalents at the beginning of the year		<u>4,850,314</u>	<u>5,217,057</u>
Cash and cash equivalents at the end of the year	4	<u>4,466,737</u>	<u>4,850,314</u>

The accompanying notes are an integral part of these financial statements.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

The financial report includes the consolidated financial statements and notes of selectability Ltd and its controlled entity, Jobtrain Pty Ltd.

1. Summary of Significant Accounting Policies

Basis of Preparation

selectability Ltd applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: *Application of Tiers of Australian Accounting Standards*.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the *Australian Charities and Not-for-profits Commission Act 2012*. The Entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

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

The financial statements, except for the cash flow information, have been prepared on an accrual basis² and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue by the directors of the Entity on the date that the directors' declaration was signed.

Accounting Policies

(a) Principles of Consolidation

The consolidated financial statements include the financial position and performance of controlled entities from the date on which control is obtained until the date that control is lost.

Intragroup assets, liabilities, equity, income, expenses and cash flows relating to transactions between the entities in the consolidated group have been eliminated in full for the purpose of these financial statements.

selectability Ltd has 100% control of Jobtrain Pty Ltd.

(b) Revenue

Non-reciprocal grant revenue is recognised in profit or loss when the Entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the Entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the Entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

The Entity may receive non-reciprocal contributions of assets from the government and other parties for nil or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in the statement of profit or loss and other comprehensive income.

Donations and bequests are recognised as revenue when received.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

Interest revenue is recognised as it accrues using the effective interest method.

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

All revenue is stated net of the amount of good and services tax.

(c) Property, Plant and Equipment

All classes of property, plant and equipment are measured on the cost basis less depreciation and any impairment losses.

In the event the carrying amount of property, plant and equipment is greater than the recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(f) for details of impairment).

Property, plant and equipment that have been contributed at no cost, or for nominal cost, are recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a reducing balance basis over the asset's useful life to the Entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

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

<i>Class of Fixed Asset</i>	<i>Depreciation rate</i>
Buildings	2.5-20%
Leasehold improvements	11%
Plant and equipment	5% - 50%
Furniture, fixtures and fittings	20-25%
Motor vehicles	20-25%
Computer equipment	20-50%
Freehold improvements	2.5-20%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

(d) Leases

Leases of fixed assets, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the Entity, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the lease term.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

(e) Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Entity becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Entity commits itself to either the purchase or the sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component.

Classification and subsequent measurement

Financial liabilities

Financial liabilities are subsequently measured at:

- amortised cost; or
- fair value through profit or loss.

A financial liability is measured at fair value through profit or loss if the financial liability is:

- a contingent consideration of an acquirer in a business combination to which AASB 3: *Business Combinations* applies;
- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at amortised cost using the effective interest method.

The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense to profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability is held for trading if it is:

- incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit taking; or
- a derivative financial instrument (except for a derivative that is in a financial guarantee contract or a derivative that is in an effective hedging relationship).

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship.

The change in fair value of the financial liability attributable to changes in the issuer's credit risk is taken to other comprehensive income and is not subsequently reclassified to profit or loss. Instead, it is transferred to retained earnings upon derecognition of the financial liability.

If taking the change in credit risk to other comprehensive income enlarges or creates an accounting mismatch, these gains or losses should be taken to profit or loss rather than other comprehensive income.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

A financial liability cannot be reclassified.

Financial assets

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit or loss.

Measurement is on the basis of two primary criteria:

- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset that meets the following conditions is subsequently measured at amortised cost:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset that meets the following conditions is subsequently measured at fair value through other comprehensive income:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the measurement conditions of amortised cost and fair value through other comprehensive income are subsequently measured at fair value through profit or loss.

The Entity initially designates a financial instrument as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as an "accounting mismatch") that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different bases;
- it is in accordance with the documented risk management or investment strategy and information about the groupings is documented appropriately, so the performance of the financial liability that is part of a group of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and
- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial measurement of financial instruments at fair value through profit or loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

Equity instruments

At initial recognition, as long as the equity instrument is not held for trading or is not a contingent consideration recognised by an acquirer in a business combination to which AASB 3 applies, the Entity makes an irrevocable election to measure any subsequent changes in fair value of the equity instruments in other comprehensive income, while the dividend revenue received on underlying equity instruments investments will still be recognised in profit or loss.

Regular way purchases and sales of financial assets are recognised and derecognised at settlement date in accordance with the Entity's accounting policy.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.

Derecognition of financial liabilities

A liability is derecognised when it is extinguished (i.e. when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All the following criteria need to be satisfied for the derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the Entity no longer controls the asset (ie it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity that the Entity elected to classify as at fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

Impairment

The Entity recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets (e.g. amount due from customers under contracts);
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

The Entity uses the following approaches to impairment, as applicable under AASB 9: *Financial Instruments*:

- the general approach;
- the simplified approach;
- the purchase or originated credit-impaired approach; and
- low credit risk operational simplification.

General approach

Under the general approach, at each reporting period, the Entity assesses whether the financial instruments are credit-impaired, and:

- if the credit risk of the financial instrument has increased significantly since initial recognition, the Entity measures the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; and
- if there has been no significant increase in credit risk since initial recognition, the Entity measures the loss allowance for that financial instrument at an amount equal to 12-month expected credit losses.

Simplified approach

The simplified approach does not require tracking of changes in credit risk at every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

The approach is applicable to:

- trade receivables; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables is used, taking into consideration various data to get to an expected credit loss (i.e. diversity of its customer base, appropriate groupings of its historical loss experience, etc.).

Purchased or originated credit-impaired approach

For a financial assets that are considered to be credit-impaired (not on acquisition or originations), the Entity measures any change in its lifetime expected credit loss as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Any adjustment is recognised in profit or loss as an impairment gain or loss.

Evidence of credit impairment includes:

- significant financial difficulty of the issuer or borrower;
- a breach of contract (e.g. default or past due event);
- where a lender has granted to the borrower a concession, due to the borrower's financial difficulty, that the lender would not otherwise consider.
- the likelihood that the borrower will enter bankruptcy or other financial reorganisation; and
- the disappearance of an active market for the financial asset because of financial difficulties.

Low credit risk operational simplification approach

If a financial asset is determined to have low credit risk at the initial reporting date, the Entity assumes that the credit risk has not increased significantly since initial recognition and, accordingly, it can continue to recognise a loss allowance of 12-month expected credit loss.

In order to make such a determination that the financial asset has low credit risk, the Entity applies its internal credit risk ratings or other methodologies using a globally comparable definition of low credit risk.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

A financial asset is considered to have low credit risk if:

- there is a low risk of default by the borrower;
- the borrower has strong capacity to meet its contractual cash flow obligations in the near term; and
- adverse changes in economic and business conditions in the longer term, may, but not necessarily, reduce the ability of the borrower to fulfil its contractual cash flow obligations.

A financial asset is not considered to carry low credit risk merely due to existence of collateral, or because a borrower has a lower risk of default than the risk inherent in the financial assets, or lower than the credit risk of the jurisdiction in which it operates.

Recognition of expected credit losses in financial statements

At each reporting date, the Entity recognises the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. The amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (e.g. loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

(f) Impairment of Assets

At the end of each reporting period, the Entity reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the Entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of a class of asset, the Entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that same class of asset.

(g) Employee Provisions

Short-term employee benefits

Provision is made for the Entity's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The Entity obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as part of accounts payable and other payables in the statement of financial position.

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

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

Other long-term employee benefits

The Entity classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the Entity's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the changes occur.

The Entity's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the Entity does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

(h) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts.

(i) Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from customers, donors and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

(j) Goods and Services Tax (GST)

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

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(k) Income Tax

No provision for income tax has been raised as the Entity is exempt from income tax under Div 50 of the *Income Tax Assessment Act 1997*.

(l) Provisions

Provisions are recognised when the Entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(m) Comparative Figures

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

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

(n) Accounts Payable and Other Payables

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

(o) Critical Accounting Estimates and Judgements

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

Key estimates and judgements

(i) Impairment

The Entity assesses impairment at the end of each reporting period by evaluating conditions and events specific to the Entity that may be indicative of impairment triggers.

(ii) Plant and equipment

As indicated in Note 1(c), the Entity reviews the useful life of plant and equipment on annual basis.

(iii) Employee benefits provisions

As detailed in 1(g), there are estimations of several variables in determining the present value of the employee benefits provisions. These variables are reviewed at the end of each reporting period.

(p) New and Amended Accounting Policies Adopted by the Entity

Initial application of AASB 9: *Financial Instruments*

The Entity has adopted AASB 9 with a date of initial application of 1 July 2018. As a result, the Entity has changed its financial instruments accounting policies as detailed in this note.

Considering the initial application of AASB 9 during the financial period, financial statement line items have not been affected for the current and prior period on the basis of materiality.

There were no financial assets/liabilities which the Entity had previously designated as at fair value through profit or loss under AASB 139: *Financial Instruments: Recognition and Measurement* that were subject to reclassification/elected reclassification upon the application of AASB 9. There were no financial assets/liabilities which the Entity has elected to designate as at fair value through profit or loss at the date of initial application of AASB 9.

The Entity has applied AASB 9 (as revised in July 2014) and the related consequential amendments to other Australian Accounting Standards. New requirements were introduced for the classification and measurement of financial assets and financial liabilities, as well as for impairment and general hedge accounting.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

The date of initial application was 1 July 2018. The Entity has applied AASB 9 to instruments that have not been derecognised as at 1 July 2018 and has not applied AASB 9 to instruments that have already been derecognised as at 1 July 2018. Comparative amounts in relation to instruments that have not been derecognised as at 1 July 2018 have been restated where appropriate.

Financial assets in terms of AASB 9 need to be measured subsequently at either amortised cost or fair value on the basis of the Entity's business model and the cash flow characteristics of the financial assets as follows:

- debt investments that are held within a business model whose goal is to collect the contractual cash flows, and that have contractual cash flows that are purely payments of principal and interest on the principal amount outstanding, are subsequently measured at amortised cost;
- debt investments that are held within a business model whose goal is both to collect contractual cash flows and to sell it, and that have contractual cash flows that are purely payments of principal and interest on the principal amount outstanding, are subsequently measured at fair value through other comprehensive income; and
- all other debt investments and equity investments are measured at fair value through profit or loss.

Despite the issues mentioned, the Entity may make irrevocable election at initial recognition of a financial asset as follows:

- the Entity may choose to present subsequent changes in fair value of an equity investment that is not held for trading and not a contingent consideration in a business combination in other comprehensive income; and
- the Entity may choose to present a debt investment that meets the amortised cost or fair value through other comprehensive income criteria as measured at fair value through profit or loss if this choice significantly reduces an accounting mismatch.

When an equity investment at fair value through other comprehensive income has a gain or loss previously recognised in other comprehensive income, it is not reclassified to profit or loss. However, when a debt investment at fair value through other comprehensive income is derecognised, the gain or loss recognised in other comprehensive income is reclassified from equity to profit or loss as a reclassification adjustment.

Debt instruments that are subsequently measured at amortised cost or at fair value through other comprehensive income are subject to impairment.

The directors of the Entity determined the existing financial assets as at 1 July 2018 based on the facts and circumstances that were present and determined that the initial application of AASB 9 had the following effect:

- loans and receivables that were measured at amortised cost continue to be measured at amortised cost under AASB 9 as they are held to collect contractual cash flows and these cash flows consist solely of payments of principal and interest on the principal amount outstanding.

Impairment

As per AASB 9, an expected credit loss model is applied, not an incurred credit loss model as per the previous Standard applicable (AASB 139). To reflect changes in credit risk, this expected credit loss model requires the Entity to account for expected credit losses since initial recognition.

A simple approach is followed in relation to trade receivables, as the loss allowance is measured at lifetime expected credit loss.

The Entity reviewed and assessed the existing financial assets on 1 July 2018. The assessment was done to test the impairment of these financial assets using reasonable and supportable information that was available to determine the credit risk of the respective items at the date they were initially recognised. The assessment was compared to the credit risk as at 1 July 2017 and 1 July 2018. The assessment was done without undue cost or effort in accordance with AASB 9.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

Financial assets to which the impairment provisions apply	Note	Attributes of credit risk	Loss allowance recognised	
			1 July 2017	1 July 2018
Trade and other receivables	5	The Entity uses the simplified approach and recognises lifetime expected credit loss.	-	-

The Entity did not require a loss allowance at 1 July 2017 and 1 July 2018.

Classification and measurement of financial liabilities

AASB 9 determines that the classification and measurement of financial liabilities relates to changes in the fair value designated as fair value through profit or loss attributable to changes in the credit risk.

AASB 9 further states that the movement in the fair value of financial liabilities that is attributable to changes in the credit risk of that liability needs to be shown in other comprehensive income unless the effect of the recognition constitutes accounting mismatch in profit or loss. Changes in fair value in relation to the financial liability's credit risk are transferred to retained earnings when the financial liability is derecognised and not reclassified through profit or loss. AASB 139 requires the fair value amount of the change of the financial liability designated as at fair value through profit or loss be presented in profit or loss.

Apart from the above, the application of AASB 9 has had no impact on the classification and measurement of the Entity's financial liabilities.

The following table represents the classification and measurement of financial assets and financial liabilities under AASB 9 and AASB 139 at the date of initial application, 1 July 2018.

	Financial Instrument Category		Carrying amount		
	AASB 139 original	AASB 9 new	AASB 139 original	AASB 9 recognition of additional loss allowance	AASB 9 new
Financial assets					
Current and non-current					
Trade and other receivables	Loan and receivables (amortised cost)	Financial assets at amortised cost	1,219,270	-	1,219,270
Cash and cash equivalents	Loan and receivables (amortised cost)	Financial assets at amortised cost	4,850,314	-	4,850,314
Financial liabilities					
Current and non-current					
Trade and other payables	Amortised cost	Financial liabilities at amortised cost	527,196	-	527,196

(q) New Accounting Standards for Application in Future Periods

The AASB has issued a number of new and amended Accounting Standards that have mandatory application dates for future reporting periods, some of which are relevant to the Entity. The directors have decided not to early adopt any of the new and amended pronouncements. The following sets out their assessment of the pronouncements that are relevant to the Entity and applicable in future reporting periods.

- AASB 16: *Leases* (applicable to annual reporting periods beginning on or after 1 January 2019).

The Entity has chosen not to early-adopt AASB 16. The Entity has not yet conducted an assessment of the impact of this new Standard.

- AASB 1058: *Income of Not-for-Profit Entities* (applicable to annual reporting periods beginning on or after 1 January 2019) and AASB 15: *Revenue from Contracts with Customers* (applicable to annual reporting periods beginning on or after 1 January 2019).

SELECTABILITY LTD AND CONTROLLED ENTITY

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

1. Summary of Significant Accounting policies

The Entity has chosen not to early-adopt AASB 1058 and AASB 15. However, the Entity has conducted a high-level assessment of the impact of these new Standards, as follows.

A core change of AASB 1058 and AASB 15 is that they shift the focus from a reciprocal/non-reciprocal basis to a basis of assessment that considers the enforceability of a contract and the specificity of performance obligations. AASB 1058 is applicable when an Entity receives volunteer services or enters into other transactions where the consideration to acquire the asset is significantly less than the fair value of the asset principally to enable the Entity to further its objectives.

The significant accounting requirements of AASB 1058 are as follows:

- Income arising from an excess of the initial carrying amount of an asset over the related contributions by owners, increases in liabilities, decreases in assets and revenue should be immediately recognised in profit or loss. For this purpose, the assets, liabilities and revenue are to be measured in accordance with other applicable Standards.
- Liabilities should be recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the Entity to acquire or construct a recognisable non-financial asset that is to be controlled by the Entity) over any related amounts recognised in accordance with the applicable Standards. The liabilities must be amortised to profit or loss as income when the Entity satisfies its obligations under the transfer.

AASB 15 applies where there is an "enforceable" contract with a customer with "sufficiently specific" performance obligations that results in income being recognised when (or as) the performance obligations are satisfied under AASB 15, as opposed to immediate income recognition under AASB 1058. AASB 15 introduced a five-step approach to revenue recognition that is far more prescriptive than AASB 118: *Revenue*.

- AASB 2018-8: *Amendments to Australian Accounting Standards – Right-of-Use Assets of Not-for-Profit Entities* (applicable to annual reporting periods beginning on or after 1 January 2019).

For leases that have significantly below-market terms and conditions principally to enable an Entity to further its objectives (commonly known as "peppercorn"/concessionary leases), AASB 2018-8 provides a temporary option for not-for-profit lessees to elect to measure a class (or classes) of right-of-use assets arising at initial recognition either at fair value or cost.

Where an Entity elects to measure the class of right-of-use assets at cost, additional qualitative and quantitative disclosures are required and this shall include:

- The Entity's dependence on these peppercorn/concessionary leases; and
- The nature and terms of the leases.

The Entity has not yet determined its approach in relation to the above.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

	2019	2018
	\$	\$
2. Revenue		
Course fees	76,001	122,374
Grant revenue	5,707,174	6,907,961
Interest income	88,626	42,906
NDIS revenue	7,088,248	6,329,504
Rental revenue	79,395	74,595
Other revenue	383,048	197,843
Transfers from reserves	-	153,378
Transfers from unexpended grants	40,668	546,185
	<u>13,463,160</u>	<u>14,374,746</u>
3. Other Expenses		
Office expenses	89,068	114,040
Premises related expenses	571,147	464,002
IT expenses	454,909	453,592
Advertising and marketing expenses	191,429	147,123
Compliance expenses	77,671	202,811
Insurance	63,839	54,959
Staffing related expenses	144,841	151,750
Professional expenses	107,784	125,202
Motor vehicle expenses	503,711	491,694
Community services expenses	222,264	216,888
NDIS expenses	-	107,094
Corporate services fee expense	-	8,375
Transfers to unexpended grants	311,866	56,175
Other expenses	525,008	561,395
	<u>3,263,537</u>	<u>3,155,100</u>
4. Cash and Cash Equivalents		
Cash on hand	1,423	3,800
Bank balances	2,404,115	2,846,514
Short-term deposits	2,061,199	2,000,000
	<u>4,466,737</u>	<u>4,850,314</u>
5. Trade and Other Receivables		
Trade receivables	643,143	938,924
Accrued revenue	430,773	280,346
	<u>1,073,916</u>	<u>1,219,270</u>
6. Other Assets		
Prepayments	56,189	40,890
Formation costs	375	675
	<u>56,564</u>	<u>41,565</u>

SELECTABILITY LTD AND CONTROLLED ENTITY

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

	2019	2018
	\$	\$
7. Property, Plant and Equipment		
Freehold land at cost	<u>668,797</u>	<u>668,797</u>
	<u>668,797</u>	<u>668,797</u>
Buildings at cost	3,962,665	3,962,665
Accumulated depreciation	<u>(579,365)</u>	<u>(448,516)</u>
	<u>3,383,300</u>	<u>3,514,149</u>
Total land and buildings	<u>4,052,097</u>	<u>4,182,946</u>
Leasehold Improvements at cost	274,315	213,946
Accumulated depreciation	<u>(145,821)</u>	<u>(138,644)</u>
	<u>128,494</u>	<u>75,302</u>
Motor vehicles at cost	520,869	520,869
Accumulated depreciation	<u>(411,171)</u>	<u>(375,438)</u>
	<u>109,698</u>	<u>145,431</u>
Freehold improvements at cost	152,992	146,237
Accumulated depreciation	<u>(61,784)</u>	<u>(58,953)</u>
	<u>91,208</u>	<u>87,284</u>
Computer equipment at cost	807,287	647,771
Accumulated depreciation	<u>(396,851)</u>	<u>(291,453)</u>
	<u>410,436</u>	<u>356,318</u>
Furniture, fixtures and fittings at cost	309,340	289,770
Accumulated depreciation	<u>(204,405)</u>	<u>(187,137)</u>
	<u>104,935</u>	<u>102,633</u>
Total plant and equipment	<u>844,771</u>	<u>766,968</u>
Total property, plant and equipment	<u>4,896,868</u>	<u>4,949,914</u>

SELECTABILITY LTD AND CONTROLLED ENTITY

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

7. Property, Plant and Equipment

Movements in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year are as follows:

	Land	Buildings	Leasehold Improvements	Motor Vehicles	Freehold Improvements	Computer Equipment	Furniture, Fixtures and Fittings	Total
	\$	\$	\$	\$	\$	\$	\$	\$
Year ended 30 June 2019								
Balance at the start of the year	668,797	3,514,149	75,302	145,431	87,284	356,318	102,633	4,949,914
Additions	-	-	96,606	-	6,755	166,244	19,570	289,175
Disposals	-	-	(28,527)	-	-	(5,898)	-	(34,425)
Depreciation	-	(130,849)	(14,887)	(35,733)	(2,831)	(106,228)	(17,268)	(307,796)
Balance at the end of the year	668,797	3,383,300	128,494	109,698	91,208	410,436	104,935	4,896,868

SELECTABILITY LTD AND CONTROLLED ENTITY

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

	2019	2018
	\$	\$
8. Trade and Other Payables		
Trade payables	170,274	85,635
Deposits	3,800	800
GST payable	65,867	4,080
Employee benefits	-	1,036
Accrued expenses	482,519	435,645
PAYG payable	234,284	-
Super payable	74,408	-
Credit cards	13,422	-
Other	11,696	-
	<u>1,056,270</u>	<u>527,196</u>
9. Other Liabilities		
Revenue in advance	429,819	775,253
Unexpended grants	1,825,985	2,107,550
	<u>2,255,804</u>	<u>2,882,803</u>
10. Employee Benefits		
Current		
Provision for annual leave	247,908	285,552
Provision for long service leave	68,475	49,672
Provision for RDO	8,850	20,799
	<u>325,233</u>	<u>356,023</u>
Non-current		
Provision for long service leave	124,744	132,617
	<u>124,744</u>	<u>132,617</u>

11. Reserves

The Group's reserves in relation to the prior year are explained below. The Group has taken these reserves to retained earnings at 30 June 2019.

Service Development Reserve

This reserve records funds set aside for the future marketing and development of the Group following the merger with MIFNQ and subsequent re-branding of the Group.

Capital Equipment Replacement Reserve

This reserve records funds set aside for the future replacement of capital equipment assets utilised by the various programs undertaken by the Group.

Redundancy / Termination Reserve

This reserve records funds set aside for future termination, redundancies and accrued leave entitlements of the Group.

Property Development Reserve

This reserve records funds set aside for future repairs and maintenance to properties owned by the Group.

Staff Incentives / Training Reserve

This reserve records funds set aside for internal professional development and training of staff.

SELECTABILITY LTD AND CONTROLLED ENTITY

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

	2019 \$	2018 \$
12. Capital and Leasing Commitments		
Operating Leases		
Minimum lease payments under non-cancellable operating leases		
Not later than one year	238,187	343,473
Between one and five years	<u>177,672</u>	<u>465,319</u>
	<u>415,859</u>	<u>808,792</u>

Operating leases are in place for office premises and equipment and normally have a term between 1 and 5 years. Lease payments are increased on an annual basis to reflect market rentals.

13. Key Management Personnel Disclosures

The total remuneration paid to key management personnel of the Group is \$365,786 (2018: \$232,666).

14. Contingencies

In the opinion of the directors, the Group did not have any contingencies at 30 June 2019 (30 June 2018: Nil).

15. Related Party Transactions

Disclosures relating to key management personnel are set out in Note 13.

There were no transactions with related parties during the current and previous financial year.

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

There were no loans to or from related parties at the current and previous reporting date.

16. Events Occurring After the Reporting Date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

17. Retrospective Restatement

The Group identified that it had not raised an unexpended grant liability at 30 June 2017 in relation to funds held for the Townsville Suicide Prevention Network. The aggregate effect of the error is as follows:

	Previously Stated at 30 June 2018 \$	30 June 2018 Adjustment \$	Restated at 30 June 2018 \$
Statement of Financial Position			
Other liabilities	2,846,083	36,720	2,882,803
Retained surplus	5,536,431	(36,720)	5,499,711

SELECTABILITY LTD AND CONTROLLED ENTITY

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

18. Parent Entity

The following information has been extracted from the books and records of the parent, selectability Ltd, and has been prepared in accordance with Australian Accounting Standards.

The financial information for the parent Entity, selectability Ltd, has been prepared on the same basis as the consolidated financial statements.

	2019	2018
	\$	\$
Statement of Financial Position		
Assets		
Current assets	5,536,109	6,491,757
Non-current assets	<u>5,586,194</u>	<u>4,914,575</u>
Total Assets	<u>11,122,303</u>	<u>11,406,332</u>
Liabilities		
Current liabilities	3,613,964	3,748,774
Non-current liabilities	<u>124,578</u>	<u>130,346</u>
Total Liabilities	<u>3,738,542</u>	<u>3,879,120</u>
Equity		
Retained earnings	7,383,761	5,864,499
Reserves	<u>-</u>	<u>1,662,713</u>
Total Equity	<u>7,383,761</u>	<u>7,527,212</u>
Statement of Profit or Loss and Other Comprehensive Income		
Surplus/(deficit) for the year	<u>(143,451)</u>	<u>28,298</u>
Total Comprehensive Income	<u>(143,451)</u>	<u>28,298</u>

19. Entity Details

The registered office and principal place of business of the Group is:
selectability Ltd
66-68 Charles Street
Aitkenvale QLD 4814

SELECTABILITY LTD AND CONTROLLED ENTITY

DIRECTORS' DECLARATION FOR THE YEAR ENDED 30 JUNE 2019

In accordance with a resolution of the directors of selectability Ltd, the directors declare that, in the directors' opinion:

1. The consolidated financial statements and notes, as set out on pages 5 to 26, satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - (a) comply with Australian Accounting Standards – Reduced Disclosure Requirements applicable to the Group; and
 - (b) give a true and fair view of the financial position of the Group as at 30 June 2019 and of its performance for the year ended on that date.
2. There are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013*.



Chairman

Dated: 24 September 2019

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
SELECTABILITY LTD AND CONTROLLED ENTITY
FOR THE YEAR ENDED 30 JUNE 2019**

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of selectability Ltd and controlled entity (the Group), which comprises the statement of financial position as at 30 June 2019, 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, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

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

- (i) giving a true and fair view of the Group's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements 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 Group in accordance with the ACNC Act and the ethical 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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Group's Directors' Report for the year ended 30 June 2019, but it does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Group 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 ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group’s ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

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 the 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor’s report.

JESSUPS



Paul Sapelli
Director

Level 1, 19 Stanley Street, Townsville QLD 4810

Dated this 24th day of September 2019

Our Locations



Townsville

- selectwellbeing
- Support Coordination
- Individual Support
- Group Support
- Mental Wellbeing Practice
- Inspire Clubhouse
- Mental Health Hub
- Carers Hub
- selectability Training
- Townsville Suicide Prevention Program

Head Office

66-68 Charles Street Aitkenvale
07 4724 6800
administration@selectability.com.au

Inspire Clubhouse Townsville

159 Kings Road, Pimlico, QLD, 4814
07 4725 2496
inspire@selectability.com.au

selectability Training

59A Cambridge St, Vincent, QLD, 4814
07 4725 3664
training@selectability.com.au

Mackay

- selectwellbeing
- Support Coordination
- Individual Support
- Group Support
- Mental Wellbeing Practice
- Horizon Clubhouse
- Mental Health Hub
- Carers Hub
- Whitsunday, Isaac & Mackay Suicide Prevention Program

Mackay Mental Wellbeing Practice

The Dome 6/134 Victoria Street
07 4951 2973
mackay@selectability.com.au

Horizon Clubhouse Mackay

1 Wood Street
07 4951 2955
horizon@selectability.com.au

Cairns

- Connecting Care
- Support Coordination
- Individual Support
- Group Support
- Mental Wellbeing Practice
- Carers Hub

Cairns Mental Wellbeing Practice

8/104 Grafton Street
07 4041 2543
cairns@selectability.com.au

Mount Isa

- selectwellbeing
- Individual Support
- Group Support

Unit 2, Level 1, 9 Miles Street
07 4743 5161
mtisa@selectability.com.au

Charters Towers

- Individual Support
- Group Support

Unit 1/37 Ryan Street
07 4787 8642
charterstowers@selectability.com.au

Palm Island

- Support Coordination
- Individual Support
- Group Support

49A Beach Road Palm Island QLD 4816
07 4770 1497
palmisland@selectability.com.au

selectability

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