

# selectability

mental wellbeing and suicide prevention

annual report  
**2022-23**



# selectability

mental wellbeing and suicide prevention

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## selectability Annual Report for 2022-23

selectability presents the 2022-23 Annual Report which provides a comprehensive account of its performance and achievements for the past year.

## Acknowledgement

selectability acknowledges the Traditional Owners of the land on which we provide services and pay our respects to Elders past, present and emerging. We acknowledge sovereignty has never been ceded.

We acknowledge those with lived and living experience and those who support and partner with us to improve mental wellbeing and prevent suicide across regional Queensland.

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# Who we are

selectability is a not-for-profit charity committed to improving mental wellbeing and contributing to suicide prevention across regional Queensland.

We provide and coordinate NDIS supports, offer counselling and therapeutic services; and deliver mental wellbeing, suicide prevention and carer support programs.

We own and operate RTO selectability Training and provide child safety and aged care services.

We believe that all regional Queenslanders have the right to access quality mental health supports locally and are committed to expanding our presence to communities that need them most.

selectability was formed in 2017 following the merger of SOLAS and MIFNQ. We've been providing mental wellbeing services to regional Queenslanders for over 40 years.

## Our vision

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

## Our values

### Commitment

Our consumers, their goals and their rights are everything.

### Accountability

We take responsibility for our actions.

### Compassion

We understand and care deeply about our consumers and our employees.

### 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 strategic directions

### Consumer and stakeholder outcome

supporting the needs of consumers and stakeholders through excellence in care and helping consumers and stakeholders achieve their goals via verified outcomes.

### Growth and expansion to sustainably meet consumer and stakeholder need

Growth in current regions and expansion into new regions to meet consumer and stakeholder need throughout regional Queensland.

### Leadership in service sustainability, innovation, and diversification

innovating, developing and expanding current and new high quality, financially sustainable and evidence-based services to diversify revenue whilst meeting the needs of consumers and stakeholders.

### Organisational performance and risk management

continuing to advance as one of Australia's most respected, operationally secure, risk informed and financially sound service providers.



# Chair report

The last financial year saw continued growth across selectability's large regional Queensland footprint as we responded to the mental wellbeing and suicide prevention needs of the diverse communities we serve.

As we move forward, we remain focused on our values and purpose as an organisation, evident in the outstanding achievements you will see throughout this year's report.

## Financial strength

Our landmark year has seen remarkable growth in new regions and the development of new services.

In line with this growth, I am pleased to report selectability's \$2.5 million surplus for the 2022-23 financial year, with \$1.8 million in one-off, non-recurrent revenue.

Our surplus helps us to retain reserves, for reinvestment into our people, and consumer and community programs that build on our strategic priorities.

Revenue saw an increase from \$33 million to \$50 million, prompting the development of a new three-year strategic plan focusing on consumer-led innovation and sustainability of service.

## Focusing on future

The last 12 months have seen selectability use innovation, strategic partnerships and a consumer focus to expand to ensure a sustainable service delivery model.

We look towards a future that remains consumer-focused, supports employee performance and development.

It is with this that I acknowledge the ongoing commitment of our people, who continue to uphold our purpose of improving the mental wellbeing of our consumers and contribute to suicide prevention in regional Queensland.

## Governance

Supporting selectability's strategic direction is an immensely experienced board of directors who hold a wide range of expertise and knowledge in their respective fields.



## selectability Chair

**Danielle Hornsby**

*B.Sp.Thy, MBA, GAICD*

We welcomed 2 new board members; Louise Prychidczuk and Karen Lenihan; both passionate mental wellbeing and suicide prevention advocates committed to the communities we serve.

I take this opportunity to thank outgoing chair, Tom Ryan, for his support and strategic insight over his 22-year association with selectability and its predecessor organisation, SOLAS.

I also pay sincere appreciation to outgoing Board member Marianne Bonassi, who also concluded her term on the Board.

Our sector is made stronger by the commitment of both Tom and Marianne, who have dedicated their time, knowledge, kindness and skills over decades of commitment.

This year's achievements have been made possible through the focus and operational support of an exceptional management team, led by CEO Debra Burden, along with dedicated and highly-skilled workforce of more than 800 employees.

I look forward to another year full of challenges and opportunities as we work to find innovative new ways of meeting the mental wellbeing and suicide prevention needs of regional Queenslanders.

Sincerely  
**Danielle Hornsby**  
*B.Sp.Thy, MBA, GAICD*

# CEO report

It has been another exciting year at selectability as we work to improve mental wellbeing and reduce suicide across regional Queensland.

We have seen rapid growth as we continue to diversify our service offering, expand into new regions and develop innovative solutions to address unmet needs across our diverse footprint.

Our strategic direction has been further refined as we anticipate new challenges in our operating environment.

Our work is focused around:

- > consumer and stakeholder outcomes
- > growth and expansion to sustainably meet consumer and stakeholder need
- > leadership in service sustainability, innovation and diversification
- > organisational performance and risk management



## Consumer and stakeholder outcomes

Our consumers remain at the forefront of our values-driven organisation and we take a collaborative approach to service development and delivery.

To understand consumer needs and expectations we undertake quarterly 'Your Experience of Service' (YES) surveys.

This helps us to ensure that we continue to deliver flexible, high-quality services that meet consumer needs and quickly address any areas for improvement.



**Chief Executive Officer**  
**Debra Burden**

*BBus FIML FAICD*

We consistently receive positive responses to the surveys, with more than 90 per cent of respondents stating they would recommend our services to others.

## Meeting consumer and stakeholder need

Our proactive approach has allowed us to identify and plan for the new challenges that are presented in our operating and funding environments. We continue to work closely with partner organisations and key stakeholders to ensure the sustainability of the industry.

Demand for NDIS services has remained high, with selectability now supporting more than 1100 NDIS consumers.

We continue to refine and implement our regional expansion framework which ensures we gain maximum community engagement and deliver more diverse tailored services aligned to specific needs.

## Mental Health Hubs

We currently operate 13 Mental Health Hubs across our footprint.

In the last 12 months we have opened a new facility in Moranbah and made further developments on physical locations in the Burdekin and Charters Towers.

Following the tragic loss by fire of the brand new Sarina Mental Health Hub in early 2023, we are working on the ground to continue service delivery.

### Youth BikeShed

Thanks to funding from the Australian Government Safer Communities Fund we officially launched the Youth BikeShed program in Cairns, Mount Isa and Rockhampton.

The initiative focuses on intervention, providing activities aimed at promoting positive behaviours and preventing youth from engaging in anti-social activities.



### Clubhouses

Our Clubhouse program continues to deliver tailored support in a peer-led environment. Our proven model provides a cost-effective support that delivers practical outcomes for individuals.

This year we rolled out new Clubhouse programs in Ingham, Charters Towers, Bowen, Longreach and Mount Isa.

### Clinical services

In the last 12 months, our clinical services team has delivered close to 7000 sessions for over 1500 individuals.

We continue to provide in-person and telehealth services across regional Queensland via a range of referral pathways including, NDIS, EAP and Carer Gateway.

It gives me great pride to say selectability remains one of regional Queensland's largest private practice providers of clinical mental health services for organisations and individuals across regional Queensland.

### Affordable housing

In response to growing housing pressures and cost of living, we have expanded our offering of high-quality, accessible and sustainable accommodation options across our footprint.

selectability currently has over 40 homes across regional Queensland, which include 13 new properties in the last year, providing sustainable accommodation options to those who need it most.

### Leadership in service sustainability, innovation, and diversification

Our reputation as a solution provider means we are regularly approached and contracted to deliver tailored mental wellbeing and suicide prevention programs.

These programs include:

- > Assisting Communities through Direct Connection (ACDC)
- > Voices of Hope Choir - Mount Isa and Longreach and Cloncurry
- > Opening Doors - Townsville
- > Crisis Support Space - Townsville HHS

In addition, we deliver a range of internally funded services and evidence-based courses that are tailored to the needs of the individuals and communities we support.

As one of regional Queensland's largest and leading providers of mental health and suicide prevention services, we pride ourselves on our ability to develop innovative and sustainable services to address unmet needs.





In the last 12 months, we have enhanced our executive capacity to develop new and innovative services.

### Lower Gulf regional aged care

We believe that everyone has the right to the care and support they need to live enriched lives.

We recently took over management responsibility of 3 Lower Gulf residential aged care facilities in Normanton, Doomadgee and Mornington Island. To support this, we appointed general manager Pania Brown to lead these initiatives.



### Child safety

The demand for high-quality child safety services across regional Queensland continues to increase.

To meet this demand, over the coming year, selectability has made this a key focus area.

We are working to increase our capacity and capability so that we can offer this service to more children across our footprint.

### Service development

We have introduced a dedicated portfolio to support service sustainability, innovation and diversification.

This business area has responsibility for the development of our registered training organisation, selectability Training.

It also manages our commercial building portfolio ensuring that we maintain an offering of high-quality, accessible, and sustainable options across our footprint.

### Suicide Prevention Queensland

We established Suicide Prevention Queensland in 2022 in response to the urgent need for suicide prevention services in regional parts of the state.

A community-based approach to suicide prevention is the most effective way to reduce rates in regional areas.

Further solidifying our executive team, we appointed general manager Sandra Moore to take meaningful action in the communities that need it most.

Sandra brings to the new position 20 years' of experience in executive and senior leadership roles in government, non-government and the private sector.

Part of this initiative is to uphold the Well Man program, which has seen strong development in the last 12 months.



## Organisational performance and risk management

As we look towards a sustainable future, we will continue to advance our organisational performance to find new and innovative ways to operate in an ever-changing environment.

## Corporate services

Our expanded corporate services team moved into a new head office in Townsville CBD.

This has allowed us to mature and refine our processes to support organisational operations including our executive team and HR, quality compliance and risk, and marketing.

It also supports expansion in our finance team to effectively assist in day-to-day operations of service delivery, regional budgets, capital investment and property management.



## Supporting our workforce

Delivering best-practice support to more than 2000 consumers requires a resilient, empowered workforce.

It is with this that I proudly highlight our practice supervision framework, which is specifically designed to support employees to work with consumers to achieve their goals while protecting their own safety and self-care.

## With thanks

It is with immense pride that I introduce the 2022-23 annual report, which highlights our supported growth and gives me utmost confidence in our future.

While we have continued to navigate challenges to support our expansion, our employee commitment does not go unacknowledged.

I take this time to note that our achievements would not have been possible without the efforts made by our strong executive team: Aaron Farrell, Emma Hennell, Sandra Moore, Pania Brown, Matt Kinnane, Ingrid Westthorp, Gwion Cain, Sally Bawden, Ash Watson, Marisa Sherry, Ryan Wiggins and Jodie Woolcock.

To our board, led by Danielle Hornsby we recognise your skilled and highly qualified oversight that will advance our strategic direction.

Our gratitude also goes to state and federal government agencies, funding bodies and community organisations that allow us to maintain our purpose of improving the wellbeing of thousands of regional Queenslanders and contributing to suicide prevention.

As we move into a new year of sustainable yet innovative delivery of service, our commitment to regional Queensland remains steadfast.

Our challenges will continue to strengthen our resolve to improve the mental wellbeing of people in regional Queensland and to contribute to the prevention of suicide.

Thank you  
**Debra Burden**  
*BBus FIML FAICD*



# Our board

selectability's Board of Directors, chaired by Danielle Hornsby, is immensely experienced and holds a wide range of expertise and experience in mental health, disability support, clinical practice and business management.

## Chair

### Danielle Hornsby

*B. Speech Therapy, MBA MktgIS, AICD*



Danielle is a seasoned executive who has a passion for driving innovation to improve health services in regional centres.

She currently leads the practice of some 700 allied health clinicians across the broader Townsville region, with a reputation and achievement record which has influenced rural health policy and practice nationally for over two decades.

She is a speech pathologist by background, holds a Master in Business Administration and is a Graduate of the Australian Institute of Company Directors.

## Directors



### Dr Tulha Aga

*FRANZCP, RCPsych,  
MBBS*



### Sonia Bennetto

*GAICD, BBus  
(Marketing), GradDipEd  
(Middle Years), CertIV  
Training & Assessment*



### Robert (Bob) James

*CPA, BSocSc (Hons);  
MIndigSt (Hons)*



### Karen Lenihan

*MBA, BSocSc,  
GradCertMentalHealthPrac,  
RN.*



### Louise Prychidczuk

*LLB Hons, B Com.*



### Dr Clive Skarott AM

*HonDUniv DipFinSvc,  
FAICD, FAMI, JP (Qual.)*



### Matthew Watts

*NVQ (Estate Agency),  
C&G Television and  
Video Production, Cert IV  
Information Technology*



### Neil Willmetts

*BAppHSc (UQ)*

# Our executive team

selectability's executive team, led by Chief Executive Officer, Debra Burden, possesses extensive expertise across a range of sectors including mental health, allied health, nursing, child safety, aged care, and finance.

## Chief Executive Officer

### Debra Burden

*BBus FIML FAICD*



Debra commenced as CEO of selectability in February 2017 and 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, and until recently was a Director of Northern Queensland Primary Health Network and Deputy Chair of North and West Remote Health.

## Executive team



**Aaron Farrell**  
*Chief Operating Officer*



**Emma Hennell**  
*Chief Financial Officer*



**Matt Kinnane**  
*General Manager  
Service Development*



**Ingrid Westthorp**  
*General Manager  
Clinical Services*



**Sandra Moore**  
*General Manager  
Suicide Prevention*



**Pania Brown**  
*General Manager  
Aged Care*



**Gwion Cain**  
*General Manager  
Cairns*



**Ryan Wiggins**  
*General Manager  
Regional Development*



**Sally Bawden**  
*General Manager  
Townsville*



**Marissa Sherry**  
*General Manager  
Regional Development - Western*



**Ashley Watson**  
*General Manager  
Mackay*



**Jodie Woolcock**  
*Company Secretary*

# Our employees

selectability is fortunate to have an extraordinary group of people committed to improving mental wellbeing and reducing suicide across regional Queensland.

Our employee numbers have increased to 805, working to deliver a diverse range of services and programs.

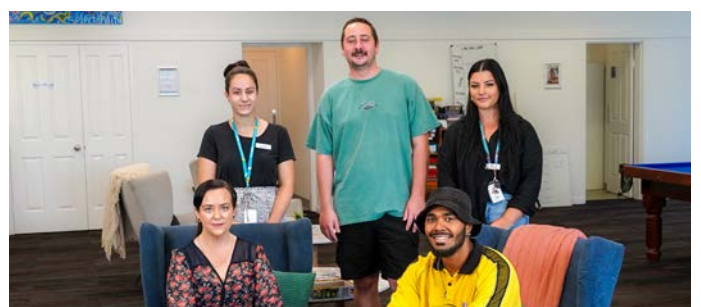
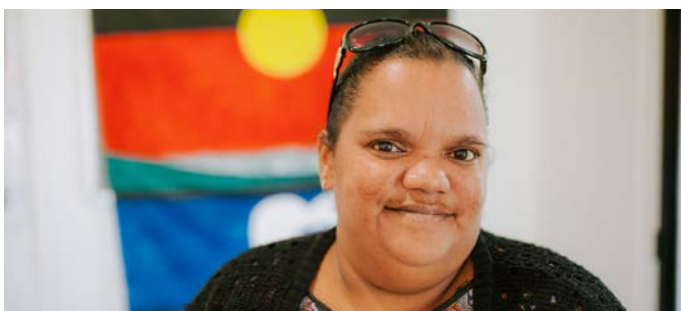
At selectability we value difference and diversity and the make up of our team mirrors that philosophy.

We have a qualified and highly skilled team including:

- > psychologists
- > mental health nurses
- > social workers
- > registered nurses
- > recovery coaches
- > lifestyle support workers
- > peer workers
- > support coordinators
- > life coaches

**79%**  
of employees rate  
selectability as a  
"truly great place to work"

Our teams are supported by a skilled and agile corporate services function.





# What we do

## Clinical services

**selectability is one of the largest private practice providers of clinical mental health services for organisations and individuals across regional Queensland, delivering both in-person and Telehealth support.**



**Ingrid Westthorp**  
**General Manager**  
**Clinical Services**

*RN, BA Nursing, Dip App Sci, MACN,  
MAPNA, IAMA, MAICD*

### Our clinical team

Our clinical services team is made up of 40 registered mental health professionals (AHPRA, AASW, ACA, PACFA) with a range of different focus areas.

### Services

Our clinical services team specialise in treatment for:

- > anxiety
- > child and your mental health
- > depression
- > eating disorders
- > postnatal depression
- > PTSD
- > social and emotional wellbeing
- > suicide prevention
- > women's mental health

...or simply to better cope with everyday life.  
Available through:

- > NDIS
- > Connect to Wellbeing
- > Medicare/Mental Health Care Plan
- > Carer Gateway
- > Employee Assistance Program (EAP)
- > WorkCover
- > Veterans and Families
- > Private health funds
- > Self-referral

“We provide a safe, judgement-free space for you to discuss any issues or concerns, understand your thoughts, feelings, emotions or behaviours and explore opportunities for growth and change.”

### Practice supervision

selectability is leading the way in establishing structured governance around the delivery of community-based psychosocial supports.

selectability's new practice supervision framework acknowledges that delivering high-quality, best-practice support to more than 2000 consumers across a wide regional Queensland footprint requires a resilient, empowered workforce.

It encourages employees to support consumers in achieving their goals while implementing measures to prevent burnout from the challenges encountered in the delivery of support.

We are currently holding 100 sessions a month with frontline employees.



# What we do

## NDIS

As one of regional Queensland's largest providers of NDIS services, we use a person-centred approach to help consumers enhance and build their personal skills, develop relationships, and improve their mental wellbeing.

### Individual support

#### In the home and in the community

Our lifestyle support workers deliver support tailored to each consumer's needs and aligned with their unique goals.

This ensures consumers develop life skills to live more independently and make positive choices.

Our lifestyle support workers assist consumers to develop social skills, connecting them with community activities that align with personal goals.

We provide transport to and from activities and support consumers while there.



### Group support

Our group programs support consumers to increase social participation, develop new skills, build capacity and strengthen community connections in social and peer environments.

Our team regularly offers new and innovative activities.

### Support coordination

Our team of dedicated support coordinators take consumers through our unique program to help them:

- > better understand the NDIS
- > identify services that will achieve their goals
- > maximise the value of their NDIS plan
- > prepare for plan reviews

### Recovery coaching

Recovery coaches will work with consumers to:

- > increase recovery skills and personal capacity including: motivation, strengths, resilience and decision-making
- > identify barriers to achieving goals
- > coordinate NDIS and broader supports and recovery planning

### Supported independent living (SIL)

SIL is designed for people who have higher support needs and require some level of assistance in the home 7 days a week.

This might include personal care, assistance with daily tasks or help to get around – anything to help the consumer live more independently at home.

Settings can include living in a group home with other NDIS consumers or on their own.

### Allied health



Our allied health team is dedicated to ensuring consumers receive the best support to manage their health in the community.

Our team, based in Townsville, specialises in understanding, assessing, and treating mental health conditions of our NDIS consumers.





"Most of my life I have been pretty reliant on cannabis ... up until a few years ago, when I started having anxiety attacks, mixed with a fear of the outdoors."

"I knew I had to seek out such ways of managing such a problem."

"I have been attending recovery coaching sessions and coming to the Mental Health Hub for a few hours, three days a week, and have been sober for quite some time."

"In order to seek help, you really have to be honest with yourself, as honest as you can possibly be, because it helps you in the long run."

**Duncan, selectability consumer -  
recovery coaching**





# What we do

## Programs

selectability's programs help regional Queenslanders stay connected to their community, make friends, learn new skills, have fun, and improve their mental wellbeing.

### Mental Health Hub program

The program offers an open-door policy with activities that focus on psychoeducation, community connection and resilience-building while promoting social inclusion. They provide a safe and welcoming space for self-help, advocacy, and socialisation.



### Clubhouses

Our clubhouses provide a recovery option that puts members in control of their own wellbeing. Members are encouraged to participate in activities based on their own interests.

This can include planning and cooking meals, community outings or healthy activities. Members and staff work together to manage day-to-day operations.



### selectwellbeing

This is a selectability-designed program which provides those impacted by mental illness (but not eligible for the NDIS) with access to up to 12 months of individual and group support.

Available to consumers case-managed through the Townsville and North West Hospital and Health Services.

### BikeSheds

This community-focused program is loosely based on the Men's Shed concept.

It provides an inclusive space for locals to engage with other members, become more active, work on projects, and improve their mental wellbeing.



### Youth BikeSheds

Our Youth BikeShed program focuses on intervention, providing activities aimed at promoting positive behaviours and preventing youths from engaging in anti-social activities.



# What we do

## Collaborative programs

Leveraging our strong networks and solid reputation we regularly partner with government agencies and private providers to develop and deliver programs and services tailored to the needs of the diverse communities we support.

### ACDC project

The Assisting Communities through Direct Connectio project engages householders in conversations about mental health and wellbeing to help link them with local services in their area.

Delivered in collaboration with Community Mental Health Australia.



### Voices of Hope

This 12-month choir program connects participants, provides individualised support and facilitates referrals to local support services including the Housing and Homelessness Hub for Older Women.

Currently being delivered in Mount Isa, Cloncurry and Longreach.

### Youth Education Support program

The YES mental health and literacy program targeted at youth aged between 12 and 17 years.

It is an evidence-based program that aims to teach youth about mental health, which could reduce the prevalence of mental illness in the future.

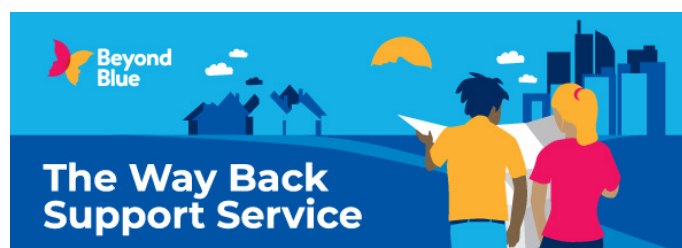
### Wise Choices

Wise Choices is 10-week group therapy program for people living with Borderline Personality Disorder.

It aims to address treatment needs in a safe and supportive space and is based on acceptance and commitment therapy (ACT).

### Way back support service

The Way Back Support Service; delivered in Mount Isa; supports people during the critical 3-month period following a suicide attempt or suicidal crisis.



### Carer Gateway

selectability is a consortium partner as part of the Carer Gateway, delivering emergency respite and counselling to carers across regional Queensland.



This is a free service that also offers in-person coaching to ensure carers are supported.

### Victims of Crime

This four-week program is specifically targeted at those impacted by property crimes such as burglary, motor vehicle theft and break and enter, along with witnesses to critical incidents.





# What we do

## Suicide Prevention Queensland

**Suicide Prevention Queensland was created in 2022 through selectability to address the urgent need for more services in regional and remote parts of Queensland.**

Suicide Prevention Queensland aims to address this unmet need by raising funds to improve access to vital services and programs.

Through engagement with key stakeholders, Suicide Prevention Queensland works to identify gaps in services and work together to reduce the risk of suicide in the regional areas that need it most.



**Sandra Moore**  
**General Manager Suicide Prevention**

*BSc, GradDipMgt, MBA, GAICD, FIML, GCertHumNtr*



Under this portfolio falls the Well Man program, which continues to improve the mental, physical and social wellbeing of men in regional Queensland.

The foundations of the program fall on a trilogy of publications written by founder, Grant Westthorp:

- > Well Man Life Promotion Survival Handbook
- > Twenty-six Steps to Manhood
- > Retirement and Beyond



# What we do

## Child safety

In early 2023 selectability extended its pre-existing support for children in the child protection system who need residential care.

We currently support 35 young people across regional Queensland, providing them with access to quality and secure housing options, which has proven to be vital to mental wellbeing.

As a result of the growing demand for child safety services across the state, selectability has made the decision to extend this service delivery model to accommodate more young Queenslanders in need of support.

In September 2023, selectability appointed Sandra Moore as general manager to further develop this service.





*"We need to work together to create a more resilient community where everyone feels supported and connected... Suicide prevention is everyone's business,"*

**Bryn Hicks, Suicide Prevention Manager**



## What we do

### Aged care

**In September 2023, selectability took over management responsibility for 3 small First Nations residential aged care facilities; Ngooderi House, Doomadgee, Kukatja Place, Normanton and Kuba Natha Hostel, Mornington Island.**

Working closely with previous provider, Gidgee Healing during the transition period, and with endorsement from the Department of Health and Aged Care, the needs of residents and their families will continue to be provided for at the highest level.

General Manager Pania Brown was appointed in May 2023 to lead our expansion into the aged care sector.



**Pania Brown**  
General Manager  
Aged Care

*BA (Psych & Soc), Dip. Mgmt, Adv. Dip. Mgmt & Grad. Dip. Mgmt*



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## What we do

### Service development

**In May 2023, selectability appointed Matt Kinnane as general manager service development to support its continued expansion in regional Queensland.**



**Matt Kinnane**  
General Manager Service  
Development  
BBus

Matt was appointed to create and develop multiple new services to meet the diverse mental wellbeing and suicide prevention needs of regional Queenslanders, as well as oversee the continued expansion of our RTO.

“I am thrilled to have the opportunity to apply my skills and experience to deliver new services to the individuals and communities that need them most,” said Matt.

Matt brings over 2 decades of strong leadership to the selectability executive team, including extensive experience in finance, social services, and disability.

# selectability Training

Our registered RTO (#0281) has a main focus in supporting students to develop the tools and knowledge required to work in disability and community services. It also allows selectability employees the opportunity to take the next step in their career pathway.

We provide several nationally accredited qualifications across a range of topics, ranging from certificates to diplomas.

We also deliver Standard Mental Health First Aid courses and Conversations About Suicide across our footprint.



## Full circle: Damien's determination to follow his passion

selectability consumer Damien has been kicking life goals since he first started receiving support nearly two years ago.

From living with schizophrenia and spending much of his youth at a local community care unit he has come full circle, progressing towards his goal of becoming a mental health peer worker for the organisation that has supported him through his journey.

Damien says he has always been pretty open about his life.

"When I would speak to other people going through the same thing, I found people would talk to me about their issues because I was so open and honest about my own," said Damien.

"If more people were transparent about their mental health, there would be a lot less stigma."

Since leaving the community care unit, Damien is living independently and is fulfilling his ambition of becoming a Mental Health Peer Worker for selectability.

Most recently, Damien's current goal is to complete a Certificate III Community Services and a Certificate IV Mental Health Peer Work through selectability Training.

"I would like to do support work for a few years and get some experience, then do a degree in social work, and then work within the drug and alcohol rehab."

Both courses are designed to kick start a career in support work and for Damien, a profession in the mental health field.

"It is one of those things, people limit themselves when it comes to a diagnosis, but it shouldn't stop you from doing anything you want to do."



# Our year in review

## 2022 - 2023

### Our employees



**2022**  
602 employees



33% **increase**



**2023**  
803 employees

### NDIS consumers



**979**  
NDIS service delivery  
consumers



**913**  
NDIS support coordination/recovery  
coaching

### Program consumers



**759**  
Program consumers



**675,856**  
hours delivered



76%  
**increase**

### Programs

**bike shed**  
on your bike for mental health

Mental  
Health  
Hub

**clubhouse**



# Our year in review

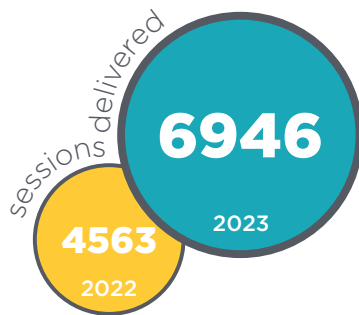
## 2022 - 2023



### 13 regions

Cairns | Ingham | Palm Island | Townsville | Burdekin | Charters Towers  
| Bowen | Mount Isa | Mackay | Sarina | Moranbah | Longreach |  
Rockhampton

### Clinical services



**1577**  
individuals supported



**40**  
registered mental  
health professionals

### Our facilities



**13**  
Mental Health Hubs



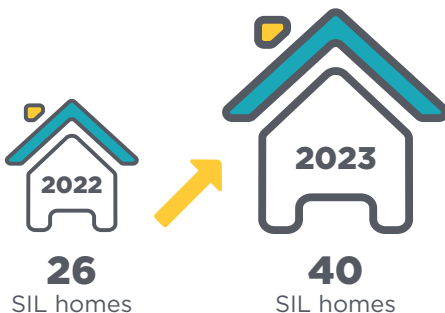
**3**  
Mental Wellbeing  
Practices



**8**  
Clubhouses



**6**  
BikeSheds



**67**  
fleet vehicles

# Our footprint

selectability is one of Queensland's largest mental wellbeing and suicide prevention support and service providers.

With our head office in Townsville, our footprint extends north to Cairns, south to Rockhampton, west to Mount Isa and east to Palm Island.

Our teams in each region use their local knowledge, expertise and experience to help regional Queenslanders live lives of choice and meaning.



# Across our footprint





# Cairns

## Our snapshot



**260**  
consumers



**134,233**  
hours  
delivered



**140**  
employees



**Gwion Cain**  
General Manager  
Cairns

### Maturing delivery model

Our reputation as a trusted provider of quality mental health and suicide prevention support has allowed us to establish strong and innovative services.

Thanks to funding from the Australian Government's Safer Communities Fund we launched the Youth BikeShed program, in early 2023.

The early intervention program provides a welcoming space for 10 - 24-year-olds to connect and engage in meaningful projects.

We also deliver an NDIS membership program from the BikeShed, designed to reduce social isolation and improve the mental wellbeing of consumers 18 years and over.



### Providing affordable housing options

Through strong partnerships with local property stakeholders, we are continuing to expand our offering of affordable housing and supported independent living options.

We currently support 18 SIL consumers across 14 occupied properties that provide a diverse range of services to help consumers achieve their NDIS goal of living more independently.



# Cairns

## Our services



**Mental  
Health Hub**



**Mental  
Wellbeing  
Practice**



**BikeShed**



**SIL**

### Supporting youth connection

Thanks to collaborative partnerships with local community organisations, selectability has extended its reach to more young people across the Cairns region.

Through funding from the Department of Youth Justice, Employment, Small Business and Training, selectability has partnered with Harbrow Mentoring to deliver the Fire project.

The project, delivered over 12 months, aims to positively engage with the youth of Earlvile and Edmonton, using the BikeShed for activities and mentoring sessions to reduce anti-social behaviour.

In the first 7 weeks, the Fire project engaged with more than 300 young people in the community, diverting them away from unstructured and unsupportive environments.

This support has been strengthened through hosting other programs, including the Fresh Start Academy, developed by Rob Hodge.

The program ran for 20 weeks and provided 8 young men with practical barber training and employment opportunities.

On top of this, the fully educated barbers boosted attendance at the BikeShed by providing free haircuts to boys and men.

The complimentary service would also incentivise visitors to receive free health checks.





# Ingham

## Our snapshot



**56**  
consumers



**29,012**  
hours  
delivered



**29**  
employees



**Julie Ross**  
Regional Coordinator

**selectability has continued to respond to the mental wellbeing and suicide prevention needs of the Ingham, more than doubling the support hours delivered in the previous financial year.**

### Group support

We have continued to enhance the Clubhouse program to support the needs of a wider range of cohorts and at-risk groups.

Over the last 12 months, we have seen steady growth in regular participation in the group activities.

Programs are tailored to the diverse needs of our members and have proven results in delivering practical outcomes. This includes plans for a breakfast club.



### Accommodation

selectability offers high-quality, accessible and sustainable accommodation options in Ingham, including short and medium-term accommodation as well as supported independent living.

The demand for these services has increased with the rising cost of rentals and the strain of affordable living.



### Addressing the need

We have seen an increase in Carer Gateway enquiries across the region.

This ensures appropriate support is in place for carers and provides counselling and emergency respite services designed to improve capacity.

We have also seen an increase in selectwellbeing referrals, giving those impacted by mental illness (but not eligible for the NDIS) group support access.

## Our services



**Clubhouse**



**Mental  
Health Hub**



**SIL**



"There are more than 2.65 million carers in Australia- which means about 1 in 11 people in Australia are carers.

Carer Gateway provides services to ensure that carers have the support and resources required to continue in their important caring roles."

**Kathryn Konidis, Carer Coordinator**





# Palm Island

## Our snapshot



**50**  
consumers



**12,191**  
hours  
delivered



**13**  
employees



**Janine Wyles**  
*Regional Coordinator*

### Encouraging social connection

selectability regularly consults with locals and consumers to ensure that the groups on offer are catering to their interests and needs.

We have introduced a range of new group programs aimed at increasing social connection and encouraging meaningful conversation.

Programs like the men's group regularly take place in culturally significant locations to reconnect with country while enjoying a yarn, or fishing.



### Engaging in community

We work collaboratively with other Palm Island service providers to support key community events and activities.



We have a strong community presence and actively engage in local events such as NAIDOC week, Centenary celebrations, DV Network and Spring Fair, and Mental Health Week.

This also includes events like the 2023 Obe Gaia Challenge, for which the Palm Island team worked hard to help sustain nutrition and high energy levels for over 500 attendees.

The people of Palm Island trust selectability to provide culturally safe services. The welcoming and safe environment of selectability's Mental Health Hub offers individuals the opportunity to connect and overcome loneliness.



# Palm Island

## Our services



**Mental  
Health Hub**



**Clubhouse**

selectability is Palm Island's only community mental health service. Since establishing in 2015 we have become part of the fabric of the Palm Island community, committed to providing culturally safe services to improve the mental wellbeing of locals.

### All smiles at Palm Island's Mahie Club

Starting your day off with a balanced breakfast can benefit your physical and mental wellbeing and for the last six months, consumers at Palm Island's Mental Health Hub have been doing exactly that.

The Mahie (pronounced Miyee, meaning food) club has been a hit with consumers since first being introduced late last year, after increased interest in selectability's group programs.

The program now runs 3 days a week and encourages consumers to get hands-on in the kitchen and prepare nutritious meals - all while enjoying a cuppa and a yarn.

selectability regional coordinator for Palm Island, Janine Wyles said consumers have been really enjoying coming to the Mahie Club.

"The program is making a big difference to the wellbeing of our consumers," said Janine.

"It provides a good opportunity for individuals to develop skills in preparing food for themselves.

"We also provide transport to and from the breakfast club which is a big hit for consumers who live a far from the mental health hub.

"The benefit of programs like this one is the increase in social connection and self-confidence through a shared motive, which, in this case, can be something simple like cooking breakfast.

"All of our consumers love the program, which has grown into such a welcoming space."





# Townsville

## Our snapshot



**772**  
consumers



**203,303**  
hours  
delivered  
(NDIS)



**238**  
employees



**Sally Bawden**  
General Manager  
Townsville

**Our Townsville consumer numbers have increased by 40 per cent in the last 12 months across the diverse range of services we now deliver. Hours delivered for NDIS service delivery have also increased by 17 per cent.**

### Service innovation

selectability's reputation as regional Queensland's leading provider of mental wellbeing and suicide prevention services means we are regularly approached to develop, deliver, and support new and innovative programs.

This includes Opening Doors, a peer-led program designed to support individuals aged 12 and above experiencing mental health challenges while they are on a waitlist following a referral for clinical care.

selectability has also partnered with Community Mental Health Australia to deliver the Assisting Communities through Direct Connection (ACDC) project.



The project involves people connectors going door to door to check in with households, linking them to support services where needed. It also aims to gather feedback on any service gaps so that improvements can be made by local, state, and federal governments.

### BikeShed

As Townsville's BikeShed continues to deliver positive outcomes for visitors, it also provides free maintenance workshops, promotes socialisation through group rides and positively engages in community events.



This includes partnering with ultra-cyclist and 2022 RAAM solo winner, Allan Jefferson, to complete the 2023 Ravenswood Gran Fondo (big ride) to raise funds and awareness for mental health.

Townsville's BikeShed is also supporting youth initiatives, including Heatley Trailblazers Paluma Push.



# Townsville

## Our services



**Mental  
Health Hub**



**Clubhouse**



**Mental  
Wellbeing  
Practice**



**BikeShed**



**SIL**

### Celebrating every success: Pam's story

After suffering a traumatic event nearly 30 years ago, Pam's stunning story of perseverance and determination; with assistance from selectability's support coordination; has given her the opportunity to live more independently.

This is her story...

28 years ago, Pam suffered significant trauma after an incident that threatened the safety of her and her two sons.

The horrific events led to an eventual diagnosis of PTSD, depression, and anxiety along with several incidents of self-harm and suicide attempts for which saw Pamela regularly hospitalised.

Pam said since the incident she no longer felt safe going outside into the community alone and relied on the support of selectability workers.

"I know if I didn't have the support I would not go out and would become very isolated."

In recent years with support the of selectability Pam has made some monumental strides toward more independent living.

Most recently, along with support coordinator Debra, Pam won an appeal for equipment and services that will drastically improve her quality of life.

These include extra hours for assistance with self-care activities, personal domestic activities, and to access community, social and recreational activities.

It also includes capacity-building supports like psychosocial recovery coaching and an increase in funding for psychology appointments.

"I have been with selectability for a number of years, and I can safely say that I would not be here today without them."





# Burdekin

## Our snapshot



**39**  
consumers



**2274**  
hours  
delivered



**10**  
employees



**Karisa Bojack**  
Regional Coordinator

**selectability has been delivering NDIS and carer services across the Burdekin for a number of years. to strengthen our capacity and demonstrate our commitment to the community. In 2020 we purchased the previously disused Caledonian Hall, located in Ayr.**

Thanks to an \$808K grant under the Queensland Government's Community Infrastructure Investment Partnership program we have transformed the facility into a fit-for-purpose mental health hub.

This is quickly becoming a central location for those across the region to participate in group activities and connect to the mental wellbeing and suicide prevention support they need.



### Dedicated workforce

To meet the growing consumer numbers, our Burdekin team has expanded, allowing us to offer a range of programs and services in line with consumer needs and interests.

This team is made up of local support coordinators, lifestyle support workers, life coaches and training mentors.

## Our services (to come)



**Mental  
Health Hub**



**BikeShed**





# Charters Towers

## Our snapshot



**65**  
consumers



**52,600**  
hours  
delivered



**46**  
employees



**Sue-Ellen Weedon**  
Regional Coordinator

Since establishing our presence, growth in Charters Towers has been exponential with 9 times more support hours delivered than last year.

### Child safety support

We currently support several young people in the local community.

This includes providing quality and secure housing options that ensure the safety and positive wellbeing of each individual.

In addition to this, through our strong relationships with the Townsville West and Charters Towers Child Safety Service Centre, we have been able to collaborate and deliver ongoing supervised visits for families in our local community.

### Creating connections

selectability was successful in receiving funding to deliver the clubhouse program to support the local community.

We have seen significant growth in memberships and providing consistent support that puts members in control of their own wellbeing.



### Well Man ambassadors

Developed in early 2023 to prevent suicide attempts in regional and remote communities, Well Man ambassadors create connections with others to help them live well and reduce loneliness.

*Proudly funded by the Commonwealth and Queensland Governments through the Queensland Resilience and Risk Reduction Fund (QRRRF).*

## Our services



**Mental  
Health Hub**



**Clubhouse**



**BikeShed**



**SIL**



# Bowen

## Our snapshot



**63**  
consumers



**19,663**  
hours  
delivered



**29**  
employees



**Odette van der Merwe**  
Regional Coordinator

**Before establishing our presence in Bowen in 2022 we consulted with the community. In a survey 93 per cent of locals believed there was a need for a dedicated facility in the region.**

In the last 12 months, we have expanded service delivery in Bowen to new heights.

Employee numbers increased to 29 from 7, delivering services to 63 consumers. Similarly, the hours of service delivered across the community are 10 times higher than last year.



### Group support

Our group social and recreational activities play an important role in promoting social connectedness, often through community engagement,

This includes clubhouse, selectability's unique member-led recovery program which draws on the renowned international model.

For Bowen, these activities range from weekly excursions to neighbouring communities, craft lessons and book club.

### New programs delivered

To support this expansion, are a diverse set of services now available to the community. Including:

- > supported independent living
- > clubhouse program – funded by Queensland Health
- > support coordination/psychosocial recovery coaching
- > Carer Gateway

“With the help of support services like selectability, I turned my hobby into a full-time pursuit in the hopes it can become my career, I also regained direction with a positive change.”



**Nigel**  
Bowen Consumer

## Our services



**Mental  
Health Hub**



**SIL**



**Clubhouse**

# Mount Isa

## Our snapshot



**69**  
consumers



**29,313**  
hours  
delivered



**32**  
employees



**Marissa Sherry**

*General Manager  
Regional Development – Western*

### BikeShed

We officially launched our Youth BikeShed program in March 2023.

The program was established with shared government funding which focuses on intervention, providing activities aimed at preventing youths from engaging in anti-social activities.



### Voice of Hope – choir program

selectability has received funding to deliver the Voices of Hope senior ladies' choir program to connect women over 55 experiencing social isolation and loneliness.

The program will connect participants, provide individualised support to local services including the Housing and Homelessness Hub for Older Women.

*Funded by the Queensland Government's Stay Connected fund.*

### Diversification of services

The steady growth of selectability in Mount Isa can be linked to our ability to provide a range of new services and programs tailored to the needs of the community.



This is evident in the continuing renovations to our current location to facilitate the delivery of our Clubhouse program and the Mental Health Hubs' growing numbers.

We also continue to expand our support into child safety, providing safe 24/7 services for vulnerable young people, short-term stays, and hospital supervision.

## Our services



**Mental  
Health Hub**



**Clubhouse**



**BikeShed**



**SIL**



# Mackay

## Our snapshot



**416**  
consumers



**117,510**  
hours  
delivered



**106**  
employees



**Ashley Watson**  
General Manager Mackay

The Mackay region has seen substantial growth in the last 12 months, consumer and hours of service delivered in the community have both doubled, which has been supported by significant a increase in employee numbers.

### Providing a place to call home

Access to quality and secure housing options is vital to mental wellbeing,

But with growing demand for public housing and the rising cost of rentals, regional Queenslanders are continuing to feel the strain of affordable living.

In response to this we continue to expand our offering of affordable housing to the Mackay community.



### BikeShed

We were fortunate to secure a number of funding opportunities through organisations and community groups, to support the running of the program and make a vital different in the lives of our consumers.

Mackay's BikeShed has received several generous donations, including a \$20,000 grant from Mackay Community Foundation and a number of bikes from BHP to aid participation in the annual River2Reef ride.



# Mackay

## Our services



**Mental  
Health Hub**



**Clubhouse**



**BikeShed**



**SIL**



### **Collaborative approach to wellbeing**

Horizon Clubhouse and the Mental Health Hub programs change regularly in line with the interests and needs of our consumers, this ensures attendance and engagement remain high.

Programs range from art groups, music jam sessions, outdoor activities, and baking. They provide a uniquely tailored approach to improving the wellbeing of our consumers in Mackay.

## *Harmonising recovery – Mackay's Mental Health Hub strikes major chord in Brendan's life*

selectability's Mental Health Hub has been central to Brendan's recovery journey for the last seven years and has even given him chance to explore his musical passion, revealing how support and self-discovery can create an uplifting symphony for personal growth.

Through this support, Brendan was able to collaborate with selectability employees to develop tailored programs to suit his needs.

"I rather enjoy music, so I enjoy the music activities that happen twice a week here... I was lucky enough to be a part of the creation process too," said Brendan.

"I have been I have been able to learn the bass guitar, I have been playing for a bit over a year now and I really enjoy it.

"Without music or the enjoyment of learning music I wouldn't be able to self-regulate and would be back making poor life choices again.

"I like the support from selectability, it is very open, and it works! I certainly wouldn't be here without it."





# Sarina

## Our snapshot



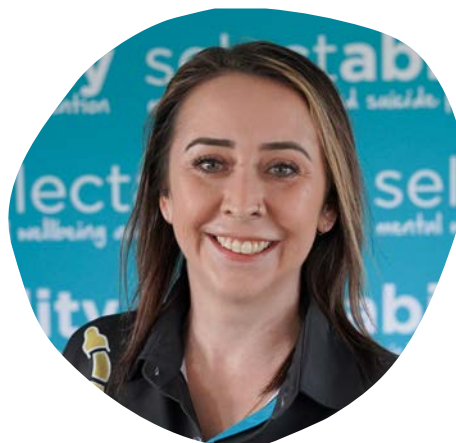
**17**  
consumers



**1892**  
hours  
delivered



**2**  
employees



**Keri Webster**  
Regional Coordinator  
Sarina/Moranbah

**Despite the loss by fire of the planned mental health hub, selectability remains committed to the Sarina community.**

### Working for community need

We are working to raise funds in the hopes of developing a new mental health hub in Sarina.

The facility will become a central location for people across the Sarina region to connect to a range of mental wellbeing and suicide prevention support.

When we surveyed the community, we found that 93 per cent of locals said they needed a dedicated facility in Sarina.



Temporary accommodation has been generously provided at the Mudth-Niyleta Aboriginal and Torres Strait Islander Corporation, which is now the interim location for the mental health hub.

selectability will continue to offer support to the Sarina region for people over the age of 18, who have mental health struggles and are suffering from isolation and loneliness.

Through community support and a dedicated team, selectability has maintained individual and group support services for 17 consumers in the Sarina region.

These include weekly programs like crafting classes and the popular 'coffee crew.'

Plans for the reconstruction of the Sarina Mental Health Hub are underway as we continue to navigate a way forward.



**Aaron Farrell**  
Chief Operating Officer

"The response from the Sarina community has been overwhelming, which is why selectability is committed to the region."

## Our services



**Mental  
Health Hub**



# Moranbah

## Our snapshot



**2**  
consumers



**2**  
employees



“We are working to build community resilience and promote mental wellbeing awareness across the Moranbah region.”

### Responding to the urgent need

Moranbah residents now have local access to a range of mental wellbeing and suicide prevention services the Moranbah Mental Health Hub officially opened its doors in July 2023.

The initiative, made possible through funding from the BHP Mitsubishi Alliance’s (BMA) Community Resilience Project, provides a central location for those across the region to access support and information and connect to a range of early intervention programs.



selectability regional coordinator Keri Webster said the opening of the new facility provides locals with access to services that previously have been unavailable.

We are committed to working with the communities where we operate to ensure they are supported with appropriate, sustainable, and accessible services that meet the needs of individuals living and working locally.



### Community engagement and consultation

Before finalising construction of the and the service offering we undertook extensive consultation and engagement with residents, key stakeholders and local businesses to ensure that the facility was aligned with community need.

- > 86 per cent believe the existing range of mental health supports (at the time) is inadequate or limited.
- > 87 per cent believe there is a need for a purpose-built community mental health and suicide prevention facility in Moranbah.

## Our services



**Mental  
Health Hub**

# Longreach

## Our snapshot



**16**  
consumers



**1002**  
hours  
delivered



**14**  
employees



**Leigh Howard**  
*Regional Coordinator*

### Community engagement

selectability has experienced sustainable growth in the Longreach region, primarily due to our engagement with other community stakeholders.



Not only does this demonstrate our long-term commitment to the community, but it provides our consumers with the quality support they need to access employment and education opportunities, and housing to live more independently.

We are aiming to expand our service delivery to provide more essential programs to the community.

### Group programs

Our solid reputation means we have been successful in securing several community grants to deliver a diverse range of group programs.

This includes the 'Best Life' program which focuses on empowering young individuals to enhance their skills and contribute as esteemed members of the community.

Additionally, the 'Supper Club' program provides community members with a secure environment to interact with one another, fostering discussions around mental health.

### Developing long-term strategies

After facing significant barriers, selectability has now completed a large portion of the groundwork to establish a presence in Longreach.

We will continue to engage with our growing number of consumers in the community and connect them with the support they need.

We will also maintain our relationships with other on-the-ground service providers to ensure services are leveraged, not duplicated.



## Our services



**Mental  
Health Hub**



**Clubhouse**



# Rockhampton

## Our snapshot



**80**  
consumers



**20,786**  
hours  
delivered



**33**  
employees



**Debra Fitzgerald**  
Regional Coordinator

Since first opening our Rockhampton Mental Health Hub in February 2021, we immediately understood the need for on-the-ground services. This has been evident in the substantial growth in consumer numbers, and hours of service delivered in the community, identifying the need for employee growth and tailored services to meet community need.

### BikeShed official opening

We officially opened the Rockhampton Youth BikeShed in March 2023, and it has been growing in popularity since.

The Youth BikeShed program, has seen over 300 youths attend a structured six-week program focused on social engagement.



*Rockhampton Youth BikeShed is proudly supported with joint funding from the Safer Communities fund.*

### Purpose-built facility

Construction is underway of a purpose-built facility to provide a broad range of support and services in one location.

This facility is the first of its kind in the region and will create a safe shared space where community members who are experiencing mental health challenges can gain the support they need.

selectability was awarded \$3.1M to fund the project, by the Resources Community Infrastructure Fund (RCIF).

### SIL

We have responded to the accommodation shortage in the Rockhampton region by establishing safe, affordable, and sustainable housing options designed for people who have higher support needs.



## Our services



**Mental  
Health Hub**



**SIL**



**BikeShed**

"I was told about the BikeShed by a friend of mine, and one day I thought I would come down and have a look, and I have been coming here ever since.

"It gives me something to do, I will come down here with my support workers to socialise, have a chat, and work on my push bike, it's been really good."

**Kenny aka "Hulk", BikeShed consumer**





# Consolidated Financial Statements

ABN: 27 174 635 449



# Directors' Report

The Directors present their report together with the consolidated financial statements of the Group comprising of selectability Ltd (the Company), and its subsidiary for the financial year ended 30 June 2023 and the auditor's report thereon.

## 1. Directors

The Directors of the Company at any time during or since the end of the financial year are:

Names	Position	Appointed	Resigned
Thomas Ryan	Board Chair	20 December 2013	25 October 2022
Danielle Hornsby	Board Chair	17 January 2022	-
Dr Tulha Aga	Director	30 January 2021	-
Sonia Bennetto	Director	26 October 2021	-
Marianne Bonassi	Director	20 December 2013	25 October 2022
Robert (Bob) James	Director	28 November 2017	-
Karen Lenihan	Director	28 March 2023	-
Louise Prychidczuk	Director	28 March 2023	-
Dr Clive Skarott AM	Director	07 February 2019	-
Matthew Watts	Director	14 January 2016	-
Neil Willmet	Director	29 March 2022	-

### Information on directors

Thomas Ryan	Board Chair (until 25 October 2022).
Qualifications	RN, CMHN, DipApp Sci, Grad Dip Ed, MMH (Psychotherapy), Cert Psychedelic Assisted Therapy, FACMHN, MAICD (Director since 2000)
Experience	Tom is a Credentialed Mental Health Nurse (RPN, RCompN, RGON) and has been a practicing psychotherapist for several decades. He currently practices within and coordinates The Psychotherapy Specialist Clinic within the Townsville University Hospital's Mental Health Service Group and has a small private practice. Tom is a former Director of MIFA (Mental Illness Fellowship of Australia). He has worked as Director of Area Mental Health Services, Nursing Director and in various Clinical Nurse Consultant and other clinical, management, teaching, research and supervision roles.
Special Responsibilities	Board Chair, Member of Corporate and Clinical Governance Committees



## Directors' Report

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Danielle Hornsby	Director and Board Chair (from 25 October 2022).
Qualifications	B.Sp.Thy, MBA, GAICD. (Director since 2022)
Experience	<p>Danielle has an extensive history in regional health service delivery for over 30 years, as a clinician, leader, innovator, and catalyst for leading reforms in policy and practice changes. Danielle is the Executive Director of Allied Health for Townsville Hospital and Health Service, a position she also previously held in the Mackay region for eight years. She leads the practice standards, consumer safety and operations for allied health services in the region. Danielle is active in the local regional community as a current Board Director and Secretary of the Townsville Chamber of Commerce, and the Chair of the Townsville Suicide Prevention Network. Danielle is driven to make real change for consumers in accessibility, affordability, and quality, so that regional people enjoy better connected lives.</p>
Special Responsibilities	Member of Corporate Governance Committee, Clinical Governance Committee and Finance, Audit and Risk Committee
Dr Tulha Aga	Director
Qualifications	FRANZCP, MRCPsych, MBBS (Lond) (Director since 2021)
Experience	<p>Dr Tulha Aga is a Consultant Psychiatrist with over 20 years' experience in healthcare across the UK and Australia. His interest is in community and rehabilitation psychiatry and he has worked extensively with CALD communities. Tulha works clinically for Townsville University Hospital as Clinical Director responsible for Rural and Remote Psychiatry as well as the Aboriginal and Torres Strait Islander Wellbeing Assessment and Engagement Service. He is a Senior Lecturer with JCU College of Medicine and Dentistry and has held tutor positions in Healthcare Leadership and in Communication Skills.</p>
Special Responsibilities	Chair of Clinical Governance Committee

## Directors' Report

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<b>Sonia Bennetto</b>	Director
Qualifications	GAICD, BBus (Marketing), GradDipEd (Middle Years), CertIV Training & Assessment (Director since 2021).
Experience	<p>Sonia is a serving Councillor of the Charters Towers Regional Council, and previously served in the position of Deputy Mayor for six years. With degrees in Education and Marketing, Sonia has over 15 years of experience in business development, vocational training, strategic marketing, product development, copywriting and digital design. She is a Graduate of the Australian Institute of Company Directors and has developed considerable expertise in corporate governance and strategic planning. As a practicing relief teacher in a regional community, Sonia recognises the emerging pressures and adversities that young people face when it comes to their mental health and wellbeing. She also serves as a Director of the North Queensland Sports Foundation and recognises the significance of keeping regional community members connected to sports and active recreation, for both their mental and physical wellbeing. A strong advocate for innovation and creativity in the workplace, Sonia is passionate about identifying opportunities to develop regional community connections, capacity, and resilience through positive mental health and wellbeing.</p>
Special Responsibilities	Member of Corporate Governance Committee
<b>Marianne Bonassi</b>	Director (until 25 October 2023).
Qualifications	MMH (Psychotherapy), B. Occ. Thy. GCE (TT) (Director since 2013)
Experience	<p>Marianne commenced her career in mental health in 2001 as a case manager with the mobile intensive treatment team. In 2005, she became the academic advisor at JCU in the discipline of Occupational Therapy where she was also undergraduate coordinator and a mental health lecturer. In 2018 she returned to work in mental health in a new role as a staff development officer, allied health clinical education at the Townsville Hospital &amp; Health Service. 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.</p>
Special Responsibilities	Member of Clinical Governance Committee.
<b>Robert (Bob) James</b>	Director
Qualifications	HonDUniv(JCU) CPA, BSocSc (Hons); MIndigSt (Hons) (Director since 2017)
Experience	<p>Bob is a retired university lecturer, historian and accountant. He has a long-term concern for those with mental health issues and their families and careers. This interest was brought about by family exposure to mental ill health and suicide over the last two decades. 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.</p>
Special Responsibilities	Chair of Finance Audit and Risk Committee



## Directors' Report

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Karen Lenihan	Director
Qualifications	MBA, BSocSc, GradCertMentalHealthPrac, RN (Director since 2023)
Experience	Karen is the Principal Official Visitor for New South Wales under the NSW Mental Health Act 2007. She has held this position since February 2016. With a background working as a clinician, educator, manager and executive, she has broad working experience in health service delivery and policy. Karen's career is characterised by her work with fringe populations who experience high levels of social stigma and disadvantage. She is committed to quality service provision, is a strong advocate for social justice and believes in equity of access to the resources available in contemporary society.
Special Responsibilities	Member of Clinical Governance Committee
Louise Prychidczuk	Director
Qualifications	LLB(Honours) (Director since 2023)
Experience	Louise is a highly experienced lawyer and board director with over 20 years of experience in the legal industry. She holds a Bachelor of Laws (Hons) degree from Griffith University and has been admitted to practice law in multiple jurisdictions. Throughout her career, Louise has worked with a diverse range of clients, from individuals and small businesses to large corporations and government entities. She has represented clients in a variety of legal matters, including contract disputes, mineral rights agreements, native title claims, and regulatory compliance. She has also had extensive experience working for Aboriginal and Torres Strait islander legal services in criminal law. Louise started the first Homeless Persons Legal Clinic in Cairns. In addition to her legal expertise, Louise is also a seasoned board director with a proven track record of leadership and strategic decision-making. She has served on the boards of several prominent organizations in various industries, including education, healthcare, and government. Louise operates a governance consultancy and training service. As a board director, Louise brings a wealth of knowledge and experience to the table. She is known for her ability to analyse complex information and make sound business decisions that align with the company's goals and values. She is also an effective communicator and collaborator, able to work with stakeholders at all levels of the organization to achieve positive outcomes. In her spare time, Louise enjoys volunteering in her community, mentoring young lawyers and providing pro bono services to disadvantaged sectors of the community. She is committed to giving back and helping others succeed, both personally and professionally.
Special Responsibilities	Member of Corporate Governance Committee

## Directors' Report

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<b>Dr Clive Skarott AM</b>	Director
Qualifications	Dip Fin Svcs, FAICD, FAMI, JP (Qual.) (Director since 2019)
Experience	As well as his work for selectability, 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. Before joining our Board, Clive held the following positions - Chair of Ergon Energy; Director of Energy Queensland Ltd; Chair of the Cairns Port Authority; Director and Patron of Advance Cairns; Treasurer of the Regional Development Australia Committee (FNQ&TS); Director and Chief Executive Officer of the Electricity Credit Union Ltd. Outstanding Achievements - Distinguished Service Award (Australian Credit Union Industry - 2007); Australian Flag Bearer (World Credit Union Convention Hong Kong - 2008); Cairns Citizen of the Year (2011).
Special Responsibilities	Deputy Board Chair and Member of Finance Audit and Risk Committee
<b>Matthew Watts</b>	Director
Qualifications	NVQ (Estate Agency), C&G Television and Video Production, Cert IV Information Technology (Director since 2016)
Experience	Matthew is an experienced IT, HR and business specialist with over 20 years' experience in client engagement roles. Matthew organises and coordinates IT projects with technical, financial and business disciplines across a diverse range of IT projects. He is currently working with a statutory body who specialises in administering health and safety legislation in Queensland. Prior to this, he worked in high value residential and commercial property sales, as well as commercial finance, and executive and public sector recruitment.
Special Responsibilities	Chair of Corporate Governance Committee
<b>Neil Willmet</b>	Director
Qualifications	BAppHSc (UQ) (Director since 2022)
Experience	Neil is a leader in Aboriginal and Torres Strait Islander health, housing, economic development and administration, leading the development of complex and sensitive economic, social and housing and health policy, projects and initiatives as well as structural, capability and cultural change reforms. He is currently the CEO of Aboriginal and Torres Strait Islander Housing Queensland and is the former CEO of the Queensland Aboriginal and Islander Health Council. With a track record in outcomes, he also has a public health degree from the University of Queensland.
Special Responsibilities	Member of Corporate Governance Committee and Finance, Audit and Risk Committee



# Directors' Report

## Meetings of directors

During the financial year, the following meetings of directors were held. Attendances by each director during the year were as follows:

	selectability Ltd Board		selectability Ltd Finance, Audit and Risk committee		selectability Ltd Corporate Governance Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Thomas Ryan	3	3	-	-	1	1
Danielle Hornsby	11	11	-	4	-	3
Dr Tulha Aga	11	9	-	-	-	-
Sonia Bennetto	11	10	-	-	3	3
Marianne Bonassi	3	3	-	-	-	-
Robert (Bob) James	11	9	4	4	-	-
Karen Lenihan	3	3	-	-	-	-
Louise Prychidczuk	3	2	-	-	-	-
Dr Clive Skarott AM	11	9	4	4	-	-
Matthew Watts	11	10	-	-	3	3
Neil Willmet	11	11	4	2	3	3
	selectability Ltd Clinical Governance Committee		Jobtrain Pty Ltd Board		Jobtrain Pty Ltd Finance, Audit and Risk Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Thomas Ryan	1	1	1	1	-	-
Danielle Hornsby	4	4	5	5	-	3
Dr Tulha Aga	4	4	5	4	-	-
Sonia Bennetto	-	-	5	4	-	-
Marianne Bonassi	1	1	1	1	-	-
Robert (Bob) James	-	-	5	5	4	4
Karen Lenihan	1	1	2	2	-	-
Louise Prychidczuk	-	-	2	1	-	-
Dr Clive Skarott AM	-	-	5	4	4	4
Matthew Watts	-	-	5	4	-	-
Neil Willmet	-	-	5	3	4	2

## 2. Environmental regulation

The Group's operations are not subject to any significant environmental regulations under either Commonwealth or State legislation.

The Group are not aware of any significant breaches during the period covered by their report.

# Directors' Report

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## 3. Principal activities

The principal activities of the Group during the financial year were improving the mental wellbeing of people in regional Queensland and contribute to the prevention of suicide, and the provision of training through Jobtrain Pty Ltd.

There were no significant changes in the nature of the activities of the Group during the year.

## 4. Members' guarantee

selectability Ltd is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the amount capable of being called up from each member and any person or association who ceased to be a member in the year prior to the winding up, is limited to \$10, subject to the provisions of the company's constitution.

At 30 June 2023 the collective liability of members was \$230 (2022: \$210).

## 5. Review of operations and results of those operations

### Operating results

The consolidated surplus of the Group after income tax is \$2,813,345 (2022: \$1,003,925). The 2023 surplus includes a number of unexpected one-offs including a NDIS one-off COVID-19 payment (\$663,048), accrual for insurance proceeds (\$492,000), depreciation adjustment (\$110,548), capital grant funding (\$476,431) and long service leave adjustment (\$96,324).

## 6. Significant changes in the state of affairs

There were no significant changes in the state of affairs of the Group that occurred during the financial year under review.

## 7. Events subsequent to reporting date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Group, the results of those operations, or the state of affairs of the Group, in future financial years.

## 8. Likely developments

Information about likely developments in the operations of the Group and the expected results of those operations in future financial years has not been included in this report because disclosure of the information would be likely to result in unreasonable prejudice to the Group.

## 9. Indemnification and insurance of officers and auditors

### Indemnifications

Since the end of the previous financial year, the Group has not indemnified or made a relevant agreement for indemnifying against a liability any person who is or has been an officer or auditor of the Group.

### Insurance premiums

During the financial year the Group has paid premiums in respect of Directors' and officers' liability and legal expenses insurance contracts for the financial year ended 30 June 2023 and since the financial year, the Group has paid premiums in respect of such insurance contracts for the financial year ended 30 June 2024. Such insurance contracts insure against certain liability (subject to specific exclusions) persons who are or have been directors or executive officers of the Group.

The Directors have not included details of the nature of the liabilities covered or the amount of the premiums paid in respect of the Directors and officers liability and legal expenses insurance contracts, as such disclosure is prohibited under the terms of the contract.

## 10. Proceedings on behalf of the Company

There are no current proceedings on behalf of the Company.

selectability Ltd and its Controlled Entity  
ABN 27 174 635 449

## Directors' Report

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### 11. Lead auditor's independence declaration

The Lead auditor's independence declaration is set out on page 11 and forms part of the Directors report for the financial year ended 30 June 2023.

This report is made out in accordance with a resolution of the Directors:

  
\_\_\_\_\_  
Danielle Hornsby  
Board Chair

Dated this 26<sup>th</sup> day of September 2023.





# Lead Auditor's Independence Declaration under subdivision 60-C section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*

To the Directors of selectability Ltd

I declare that, to the best of my knowledge and belief, in relation to the audit of selectability Ltd for the financial year ended 30 June 2023 there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

**KPMG**

KPMG

B E Lovell

Partner  
Brisbane  
26 September 2023

# Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2023

		2023	2022
	Note	\$	\$
Revenue	2	52,314,831	33,779,856
<b>EXPENSES</b>			
Employee benefits expense		(38,601,641)	(25,831,843)
Depreciation and amortisation		(1,451,166)	(1,642,306)
Other expenses	3	(9,381,665)	(5,258,336)
<b>TOTAL EXPENSES</b>		<b>(49,434,472)</b>	<b>(32,732,485)</b>
<b>PROFIT FROM OPERATIONS</b>		<b>2,880,359</b>	<b>1,047,371</b>
Finance income	4	50,422	5,993
Finance expense	4	(117,436)	(49,439)
<b>NET FINANCE COST</b>		<b>(67,014)</b>	<b>(43,446)</b>
<b>PROFIT BEFORE INCOME TAX</b>		<b>2,813,345</b>	<b>1,003,925</b>
Income tax expense		-	-
<b>PROFIT FOR THE YEAR</b>		<b>2,813,345</b>	<b>1,003,925</b>
Other comprehensive income		-	-
<b>TOTAL COMPREHENSIVE INCOME</b>		<b>2,813,345</b>	<b>1,003,925</b>

# Consolidated Statement of Financial Position

As at 30 June 2023

		2023	2022
	Note	\$	\$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	4,300,790	4,032,814
Trade and other receivables	6	1,910,842	1,542,860
Other assets	7	1,939,715	873,881
<b>TOTAL CURRENT ASSETS</b>		<b>8,151,347</b>	<b>6,449,555</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	8	10,221,599	7,601,236
Right-of-use assets	9	2,747,575	1,661,451
<b>TOTAL NON-CURRENT ASSETS</b>		<b>12,969,174</b>	<b>9,262,687</b>
<b>TOTAL ASSETS</b>		<b>21,120,521</b>	<b>15,712,242</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	2,112,981	1,905,551
Lease liabilities	9	931,605	563,857
Employee benefits	11	1,109,671	735,651
Other liabilities	12	2,611,089	1,762,080
Make good provision		61,416	-
<b>TOTAL CURRENT LIABILITIES</b>		<b>6,826,762</b>	<b>4,967,139</b>
<b>NON-CURRENT LIABILITIES</b>			
Lease liabilities	9	1,900,675	1,143,420
Employee benefits	11	100,249	148,666
Make good provision		26,473	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>2,027,397</b>	<b>1,292,086</b>
<b>TOTAL LIABILITIES</b>		<b>8,854,159</b>	<b>6,259,225</b>
<b>NET ASSETS</b>		<b>12,266,362</b>	<b>9,453,017</b>
<b>EQUITY</b>			
Retained earnings		12,266,362	9,453,017
<b>TOTAL EQUITY</b>		<b>12,266,362</b>	<b>9,453,017</b>



# Consolidated Statement of Changes in Equity

For the year ended 30 June 2023

	Retained earnings \$	Total equity \$
BALANCE AT 1 JULY 2021	8,449,092	8,449,092
COMPREHENSIVE INCOME		
Profit for the year	1,003,925	1,003,925
TOTAL COMPREHENSIVE INCOME	1,003,925	1,003,925
BALANCE AT 30 JUNE 2022	9,453,017	9,453,017
COMPREHENSIVE INCOME		
Profit for the year	2,813,345	2,813,345
TOTAL COMPREHENSIVE INCOME	2,813,345	2,813,345
BALANCE AT 30 JUNE 2023	12,266,362	12,266,362

# Consolidated Statement of Cash Flows

For the year ended 30 June 2023

	2023	2022
Note	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Receipts from customers and funding bodies	53,611,577	34,210,067
Payments to suppliers and employees	(48,685,145)	(31,203,692)
Cash repaid to funding bodies	(158,906)	-
Interest received	50,422	5,993
Interest paid	(117,436)	(49,439)
<b>NET CASH FROM OPERATING ACTIVITIES</b>	<b>4,700,512</b>	<b>2,962,929</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds on disposal of property, plant and equipment	26,929	-
Acquisition of property, plant and equipment	(3,713,814)	(3,023,602)
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(3,686,885)</b>	<b>(3,023,602)</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Repayment of lease liabilities	(745,651)	(389,409)
<b>NET CASH USED IN FINANCING ACTIVITIES</b>	<b>(745,651)</b>	<b>(389,409)</b>
<b>NET DECREASE IN CASH AND CASH EQUIVALENTS HELD</b>	<b>267,976</b>	<b>(450,082)</b>
Cash and cash equivalents at beginning of the year	4,032,814	4,482,896
<b>CASH AND CASH EQUIVALENTS AT END OF THE FINANCIAL YEAR</b>	<b>4,300,790</b>	<b>4,032,814</b>

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# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

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## Note 1 Accounting Policies

### Reporting Entity

selectability Ltd (the 'Company') is domiciled in Australia. The Company's registered office and principal place of business is at 131 Denham Street, Townsville, QLD, 4810.

These consolidated financial statements comprise the Company and its subsidiary Jobtrain Pty Ltd (together referred to as the 'Group').

The Group is a not-for-profit, and is primarily involved in improving the mental wellbeing of people in regional Queensland and contributing to the prevention of suicide.

### Basis of Preparation

#### a) *Statement of Compliance*

These consolidated financial statements are general purpose financial statements for distribution to the members and for the purpose of fulfilling the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. They have been prepared in accordance with Australian Accounting Standards - Simplified Disclosures made by the Australian Accounting Standards Board and *Australian Charities and Not-for-profits Commission Act 2012*.

These consolidated financial statements were authorised for issue by the Board of Directors as of the date of the Directors Declaration.

#### b) *Basis of measurement*

The consolidated financial statements have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes.

#### c) *Functional currency*

These consolidated financial statements are presented in Australian dollars, which is the Company's functional currency.

#### d) *Use of judgements and estimates*

In preparing these consolidated financial statements, management has made judgements and estimates that affect the application of the Group's accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to estimates are recognised prospectively.

#### i. *Judgements*

Information about judgements made in applying accounting policies that have the most significant effects on the amounts recognised in the financial statements is included in the following notes:

- lease term: whether the Group is reasonably certain to exercise extension options;
- revenue recognition: whether revenue from grant income, NDIS and fee for service income and donations are recognised over time or at a point in time.

#### ii. *Assumptions and estimation uncertainties*

Information about assumptions and estimation uncertainties at 30 June 2023 that have a significant risk of resulting in a material adjustment to the carrying amounts of assets and liabilities in the next financial year is included in the following notes:



# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

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## Impairment of property, plant and equipment

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

## Provisions

As described in the accounting policies, provisions are measured at management's best estimate of the expenditure required to settle the obligation at the end of the reporting period. These estimates are made taking into account a range of possible outcomes and will vary as further information is obtained.

## Receivables

The receivables at reporting date have been reviewed to determine whether there is any objective evidence that any of the receivables are impaired. An impairment provision is included for any receivable where the entire balance is not considered collectible. The impairment provision is based on the best information at the reporting date.

## Significant Accounting Policies

The Group has consistently applied the following accounting policies to all periods presented in these consolidated financial statements, except if mentioned otherwise.

## Basis of Consolidation

### *Business Combinations*

The Group accounts for business combinations using the acquisition method when the acquired set of activities and assets meets the definition of a business and control is transferred to the Group. In determining whether a particular set of activities and assets is a business, the Group assesses whether the set of assets and activities includes, at a minimum, an input and substantive process and whether the acquired set has the ability to produce outputs.

The Group has an option to apply a 'concentration test' that permits a simplified reassessment of whether an acquired set of activities and assets is not a business. The optional concentration test is met if substantially all of the fair value of the gross assets acquired is concentrated in a single identifiable asset or group of similar identifiable assets.

The consideration transferred in the acquisition is generally measured at fair value, as are the identifiable net assets acquired. Any goodwill that arises is tested annually for impairment. Any gain on a bargain purchase is recognised in profit or loss immediately. Transaction costs are expenses as incurred, except if related to the issue of debt or equity securities.

Any contingent consideration is measured at fair value at the date of acquisition. If an obligation to pay contingent consideration that meets the definition of a financial instrument is classified as equity, then it is not remeasured and settlement is accounted for within equity. Otherwise, other contingent consideration is remeasured at fair value at each reporting date and subsequent changes in the fair value of the contingent consideration are recognised in profit or loss.

### *Subsidiaries*

Subsidiaries are entities controlled by the Group. The Group 'controls' an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. In assessing control, potential voting rights that presently are exercisable or convertible are taken into account.

The acquisition of subsidiaries is accounted for using the purchase method of accounting, which involves allocating the cost of the business combination to the fair value of the assets acquired and the liabilities and contingent liabilities assumed at the date of acquisition.

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

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Investments in subsidiaries held of the Group are accounted for at cost in the separate financial statements of the parent entity less any impairment charges. Dividends received from subsidiaries are recorded as a component of other revenues in the separate income statement of the parent entity, and do not impact the recorded cost of the investment. Upon receipt of dividend payments from subsidiaries, the parent will assess whether any indicators of impairment of carrying value of the investments in the subsidiary exist. Where such indicators exist, to the extent that the carrying value of the investment exceeds its recoverable amounts, an impairment loss is recognised.

## *Loss of control*

When the Group loses control over a subsidiary, it derecognises the assets and liabilities of the subsidiary and other components of equity. Any resulting gain or loss is recognised in profit or loss. Any interest retained in the former subsidiary is measured at fair value when control is lost.

## *Transactions eliminated on consolidation*

Intra-group balances and transactions, and any unrealised income and expenses arising from intra-group transactions, are eliminated. Unrealised gains arising from transactions with associates are eliminated against the investment to the extent of the Group's interest in the investee. Unrealised losses are eliminated in the same way as unrealised gains, but only to the extent that there is no evidence of impairment.

## Revenue from Contracts with Customers

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Group expects to receive in exchange for those goods or services.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Group have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

## Specific revenue streams

The revenue recognition policies for the principal revenue streams of the Group are:

### Grant income

Where grant income arises from an agreement which is enforceable and contains sufficiently specific performance obligations then the revenue is recognised when control of each performance obligation is satisfied.

The performance obligations are varied based on the agreement.

Each performance obligation is considered to ensure that the revenue recognition reflects the transfer of control and within grant agreements there may be some performance obligations where control transfers at a point in time and others which have continuous transfer of control over the life of the contract.

Where control is transferred over time, generally the input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

### NDIS and fee for service income

NDIS and other fee for service income is recognised as revenue as and when the performance obligations are satisfied.

## Revenue recognition policy for contracts which are either not enforceable or do not have sufficiently specific performance obligations

The revenue recognition policies for the principal revenue streams of the Group are:

### Grant income

Revenue in the scope of AASB 1058 is recognised on receipt unless it relates to a capital grant which satisfies certain criteria, in this case the grant is recognised as the asset is acquired or constructed.

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

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Capital grants received to enable the Group to acquire or construct an item of property, plant and equipment to identified specifications which will be under the Group's control and which is enforceable are recognised as revenue as and when the obligation to construct or purchase is completed. For construction projects, this is generally as the construction progresses in accordance with costs incurred since this is deemed to be the most appropriate measure of the completeness of the construction project as there is no profit margin. For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the Group.

## Donations

Donations are recognised as revenue when the Group gains control of the asset.

## Statement of financial position balances relating to revenue recognition

### Contract assets and liabilities

Where the amounts billed to customers are based on the achievement of various milestones established in the contract, the amounts recognised as revenue in a given period do not necessarily coincide with the amounts billed to or certified by the customer.

When a performance obligation is satisfied by transferring a promised good or service to the customer before the customer pays consideration or the before payment is due, the Group presents the contract as a contract asset, unless the Group's rights to that amount of consideration are unconditional, in which case the Group recognises a receivable.

When an amount of consideration is received from a customer prior to the entity transferring a good or service to the customer, the Group presents the contract as a contract liability.

## Other income

Other income is recognised on an accruals basis when the Group is entitled to it.

## Goods and services tax (GST)

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

Receivables and payables are stated inclusive of GST.

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

## Adoption of new and revised accounting standards

The Group has adopted all standards which became effective for the first time at 30 June 2023, the adoption of these standards has not caused any significant adjustments to the reported financial position, performance or cash flow of the Group.

## Volunteer services

No amounts are included in the financial statements for services donated by volunteers.

## Income Tax

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



# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

## Property Plant & Equipment

### a) Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in profit or loss.

### b) Subsequent Expenditure

Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Group. Ongoing repairs and maintenance are expensed as incurred.

### c) Depreciation

Items of property, plant and equipment are depreciated from the date that they are installed and are ready for use, or in respect of internally constructed assets, from the date that the asset is completed and ready for use.

Depreciation is calculated to write-off the cost of property, plant and equipment less their estimated residual values using the straight-line method over their estimated useful lives. Depreciation is generally recognised in profit or loss, unless the amount is included in the carrying amount of another asset. Land is not depreciated.

The estimated useful lives for the current and comparative years of significant items of property, plant and equipment are as follows:

Buildings	2.2 - 20%
Furniture, fixtures and fittings	10 - 40%
Motor vehicles	20 - 25%
Computer equipment	20 - 100%
Leasehold improvements	5 - 40%
Freehold improvements	2.5 - 50%

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

## Leases

At inception of a contract, the Group assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

### *As a lessee*

At commencement or on modification of a contract that contains a lease component, the Group allocates the consideration in the contract to each lease component on the basis of its relative stand-alone prices. However, for the leases of property the Group has elected not to separate non-lease components and account for the lease and non-lease components as a single lease component.

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Group by the end of the lease term or the cost of the right-of-use asset reflects that the Group will exercise a purchase option. In that case, the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Group's incremental borrowing rate. Generally, the Group uses its incremental borrowing rate as the discount rate.

The Group determines its incremental borrowing rate by obtaining interest rates from various external financing sources and makes certain adjustments to reflect the terms of the lease and type of the asset leased.

Lease payments included in the measurement of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- the exercise price under a purchase option that the Group is reasonably certain to exercise, lease payments in an optional renewal period if the Group is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Group is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Group's estimate of the amount expected to be payable under a residual value guarantee, if the Group changes its assessment of whether it will exercise a purchase, extension or termination option or if there is a revised in-substance fixed lease payment.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

## *Short-term leases and leases of low-value assets*

The Group has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets and short-term leases. The Group recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

## Financial Instruments

### *i. Recognition and initial measurement*

Trade receivables and debt securities issued are initially recognised when they are originated. All other financial assets and financial liabilities are initially recognised when the Group becomes a party to the contractual provisions of the instrument.

A financial asset (unless it is a trade receivable without a significant financing component) or financial liability is initially measured at fair value plus, for an item not at Fair value through profit and loss (FVTPL), transaction costs that are directly attributable to its acquisition or issue. A trade receivable without a significant financing component is initially measured at the transaction price.

### *ii. Classification and subsequent measurement*

#### Financial assets

On initial recognition, a financial asset is classified as measured at amortised cost or FVTPL.

Financial assets are not reclassified subsequent to their initial recognition unless the Group changes its business model for managing financial assets, in which case all affected financial assets are reclassified on the first day of the first reporting period following the change in the business model.

A financial asset is measured at amortised cost if it meets both of the following conditions and is not designated as at FVTPL:

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

- it is held within a business model whose objective is to hold assets to collect contractual cash flows; and
- its contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets not classified as measured at amortised cost as described above are measured at FVTPL. On initial recognition, the Group may irrevocably designate a financial asset that otherwise meets the requirements to be measured at amortised cost as at FVTPL if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise.

## Financial assets – Subsequent measurement and gains and losses

### *Financial assets at FVTPL*

These assets are subsequently measured at fair value. Net gains and losses, including any interest or dividend income, are recognised in profit or loss.

### *Financial assets at amortised cost*

These assets are subsequently measured at amortised cost using the effective interest method. The amortised cost is reduced by impairment losses. Interest income, foreign exchange gains and losses and impairment are recognised in profit or loss. Any gain or loss on derecognition is recognised in profit or loss.

## Financial liabilities – Classification, subsequent measurement and gains and losses

Financial liabilities are classified as measured at amortised cost or FVTPL. A financial liability is classified as at FVTPL if it is classified as held-for-trading. Financial liabilities at FVTPL are measured at fair value and net gains and losses, including any interest expense, are recognised in profit or loss. Other financial liabilities are subsequently measured at amortised cost using the effective interest method. Interest expense and foreign exchange gains and losses are recognised in profit or loss. Any gain or loss on derecognition is also recognised in profit or loss.

### *iii. Derecognition*

#### Financial assets

The Group derecognises a financial asset when the contractual rights to the cash flows from the financial asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all of the risks and rewards of ownership of the financial asset are transferred or in which the Group neither transfers nor retains substantially all of the risks and rewards of ownership and it does not retain control of the financial asset.

The Group enters into transactions whereby it transfers assets recognised in its statement of financial position, but retains either all or substantially all of the risks and rewards of the transferred assets. In these cases, the transferred assets are not derecognised.

#### Financial liabilities

The Group derecognises a financial liability when its contractual obligations are discharged or cancelled, or expire. The Group also derecognises a financial liability when its terms are modified and the cash flows of the modified liability are substantially different, in which case a new financial liability based on the modified terms is recognised at fair value.

On derecognition of a financial liability, the difference between the carrying amount extinguished and the consideration paid (including any non-cash assets transferred or liabilities assumed) is recognised in profit or loss.

### *iv. Offsetting*

Financial assets and financial liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Group currently has a legally enforceable right to set off the amounts and it intends either to settle them on a net basis or to realise the asset and settle the liability simultaneously.



# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

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## Employee Benefits

Provision is made for the Group's liability for employee benefits, those benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on high quality corporate bond rates incorporating bonds rated AAA or AA by credit agencies, with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

### *Defined contribution plans*

Obligations for contributions to defined contribution plans are expenses as the related service is provided. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

## Provisions

Provisions are recognised when the Group 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 are measured at the present value of management's best estimate of the outflow required to settle the obligation at the end of the reporting period. The discount rate used is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the unwinding of the discount is taken to finance costs in the consolidated statement of profit or loss and other comprehensive income.

Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

## Share Capital

### *Ordinary shares*

Incremental costs directly attributable to the issue of ordinary shares are recognised as a deduction from equity. Income tax relating to transaction costs of an equity transaction is accounted for in accordance with AASB 112.

## Finance Income and Finance Costs

The Group's finance income and finance costs include:

- interest income;
- interest expense;

Interest income or expense is recognised using the effective interest method.

The 'effective interest rate' is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial instrument to:

- the gross carrying amount of the financial asset; or
- the amortised cost of the financial liability.

In calculating interest income and expense, the effective interest rate is applied to the gross carrying amount of the asset (when the asset is not credit-impaired) or to the amortised cost of the liability. However, for financial assets that have become credit-impaired subsequent to initial recognition, interest income is calculated by applying the effective interest rate to the amortised cost of the financial asset. If the asset is no longer credit-impaired, then the calculation of interest income reverts to the gross basis.

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

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## Impairment

### *Financial assets*

#### *Financial instruments and contract assets*

The Group recognises loss allowances for Expected credit loss (ECLs) on financial assets measured at amortised cost and contract assets.

The Group also recognises loss allowances for ECLs on lease receivables, which are disclosed as part of trade and other receivables.

The Group measures loss allowances at an amount equal to lifetime ECLs, except for the following, which are measured at 12-month ECLs:

- debt securities that are determined to have low credit risk at the reporting date; and
- other debt securities and bank balances for which credit risk (i.e. the risk of default occurring over the expected life of the financial instrument) has not increased significantly since initial recognition.

Loss allowances for trade receivables (including lease receivables) and contract assets are always measured at an amount equal to lifetime ECLs.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Group considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Group's historical experience and informed credit assessment, that includes forward-looking information.

The Group assumes that the credit risk on a financial asset has increased significantly if it is more than 30 days past due.

The maximum period considered when estimating ECLs is the maximum contractual period over which the Group is exposed to credit risk.

#### *Measurement of ECLs*

ECLs are a probability-weighted estimate of credit losses. Credit losses are measured as the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Group expects to receive).

ECLs are discounted at the effective interest rate of the financial asset.

Presentation of allowance for ECL in the statement of financial position

Loss allowances for financial assets measured at amortised cost are deducted from the gross carrying amount of the assets.

### *Non-financial assets*

At each reporting date, the Group reviews the carrying amounts of its non-financial assets (other than inventories, contract assets and deferred tax assets) to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

For impairment testing, assets are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or CGUs.

The recoverable amount of an asset or CGU is the greater of its value in use and its fair value less costs to sell. Value in use is based on the estimated future cash flows, discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU.

An impairment loss is recognised if the carrying amount of an asset or CGU exceeds its recoverable amount.

Impairment losses are recognised in profit or loss.

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

For other assets, an impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

	2023	2022
Note 2 Revenue	\$	\$
Child safety income	5,736,905	2,714,923
Course fees	175,587	63,520
Donations and social enterprise income	144,748	386,664
Grant income capital	476,431	400,850
Grant income operational	7,965,150	5,709,302
NDIS income	34,890,482	23,399,138
Rental income	1,026,800	245,971
Other revenue	1,898,728	859,488
	<b>52,314,831</b>	<b>33,779,856</b>

## Disaggregation of revenue from contracts with customers

Within the total revenue and other income above, certain income represents revenue recognised in accordance with AASB 15 Revenue from Contracts with Customers. A summary of revenue recognised in accordance with AASB 15 Revenue from Contracts with Customers is detailed below.

	2023	2022
Timing of revenue recognition	\$	\$
Product and services transferred over time	49,289,888	32,582,827
<b>REVENUE FROM CONTRACTS WITH CUSTOMERS</b>	<b>49,289,888</b>	<b>32,582,827</b>
<b>TYPE OF REVENUE</b>		
Child safety income	5,736,905	2,714,923
Course fees	175,587	63,520
Grant income	7,965,150	5,709,302
NDIS income	34,890,482	23,399,138
Other income	521,764	695,944
	<b>49,289,888</b>	<b>32,582,827</b>



# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

	2023	2022
	\$	\$
<b>Note 3 Other expenses</b>		
Staffing related expenses	790,587	467,891
Program specific expenses	619,566	265,394
Subcontractor expenses	552,691	444,558
Office expenses	308,459	246,670
Premises expenses	2,481,053	1,056,894
ICT expenses	1,683,199	772,663
Motor vehicle depreciation	422,880	254,795
Advertising and marketing expenses	225,373	266,129
Insurance expenses	730,444	379,470
Professional fees	513,235	138,670
Compliance expenses	316,286	185,562
Equipment expenses	546,935	246,840
Sundry expenses	-	532,800
Bad debts expense	190,957	-
<b>TOTAL OTHER EXPENSES</b>	<b>9,381,665</b>	<b>5,258,336</b>

	2023	2022
	\$	\$
<b>Note 4 Net finance costs</b>		
<b>FINANCE INCOME</b>		
Interest income	50,422	5,993
<b>TOTAL FINANCE INCOME</b>	<b>50,422</b>	<b>5,993</b>
<b>FINANCE EXPENSE</b>		
Interest expense	117,436	49,439
<b>TOTAL FINANCE EXPENSE</b>	<b>117,436</b>	<b>49,439</b>
<b>TOTAL NET FINANCE COST</b>	<b>(67,014)</b>	<b>(43,446)</b>

## Note 5 Cash and cash equivalents

Cash and cash equivalent in the consolidated statement of financial position and in the consolidated statement of cash flows comprises of below:

	2023	2022
	\$	\$
Cash on hand	10,278	6,145
Bank balances	1,997,857	1,747,909
Short-term deposits	2,292,655	2,278,760
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b>4,300,790</b>	<b>4,032,814</b>

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

	2023	2022
Note 6 Trade and other receivables	\$	\$
Trade receivables	2,155,940	1,626,513
Provision for impairment	(245,098)	(83,653)
<b>TOTAL TRADE AND OTHER RECEIVABLES</b>	<b>1,910,842</b>	<b>1,542,860</b>

	2023	2022
Note 7 Other assets	\$	\$
Prepayments	533,180	289,136
Accrued income	1,406,535	584,745
<b>TOTAL OTHER ASSETS</b>	<b>1,939,715</b>	<b>873,881</b>

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

## Note 8 Property, plant and equipment

	Freehold land	Buildings	Capital works in progress	Furniture, fixtures and fittings	Motor vehicles	Computer equipment	Leasehold improvements	Freehold improvements	Course designs	Total
<b>BALANCE AT 1 JULY 2022</b>										
Gross carrying amount	1,613,516	4,467,229	695,339	315,545	1,349,097	1,372,690	496,660	300,170	10,677	10,620,923
Accumulated depreciation	-	(952,205)	-	(126,305)	(545,714)	(938,172)	(301,877)	(144,737)	(10,677)	(3,019,687)
<b>NET CARRYING AMOUNT AT 1 JULY 2022</b>	<b>1,613,516</b>	<b>3,515,024</b>	<b>695,339</b>	<b>189,240</b>	<b>803,383</b>	<b>434,518</b>	<b>194,783</b>	<b>155,433</b>	<b>-</b>	<b>7,601,236</b>
Additions	245,000	1,315,027	718,403	74,766	683,170	466,415	202,078	8,955	-	3,713,814
Disposal	-	(170,248)	(108,200)	(1,079)	-	-	-	-	-	(279,527)
Transfers	-	(1,466,287)	108,200	1,217	-	(108,200)	1,466,287	(1,217)	-	-
Depreciation	-	(210,697)	-	(30,076)	(109,027)	(278,847)	(175,709)	(9,568)	-	(813,924)
<b>NET CARRYING AMOUNT AT 30 JUNE 2023</b>	<b>1,858,516</b>	<b>2,982,819</b>	<b>1,413,742</b>	<b>234,068</b>	<b>1,377,526</b>	<b>513,886</b>	<b>1,687,439</b>	<b>153,603</b>	<b>-</b>	<b>10,221,599</b>
<b>BALANCE AT 30 JUNE 2023</b>										
Gross carrying amount	1,858,516	4,145,721	1,413,742	390,449	2,032,267	1,730,905	2,165,025	307,908	10,677	14,055,210
Accumulated depreciation	-	(1,162,902)	-	(156,381)	(654,741)	(1,217,019)	(477,586)	(154,305)	(10,677)	(3,833,611)
<b>NET CARRYING AMOUNT AT 30 JUNE 2023</b>	<b>1,858,516</b>	<b>2,982,819</b>	<b>1,413,742</b>	<b>234,068</b>	<b>1,377,526</b>	<b>513,886</b>	<b>1,687,439</b>	<b>153,603</b>	<b>-</b>	<b>10,221,599</b>



# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

## Note 9 Leases

### The Group as a lessee

The Group has leases over land and buildings.

#### *Terms and conditions of leases*

The Group leases land and buildings for their corporate offices and other buildings. The leases are generally between two to five years and some of the leases include a renewal option to allow the Group to extend the non-cancellable lease term. The leases contain annual pricing mechanisms based on CPI movements at each anniversary of the lease inception.

### Concessionary leases

The Group has a concessionary lease in place for the land located at 59A Cambridge Street. The lease term is for the period from 26 November 2014 to 25 November 2034 with one, five year option and the rental is \$1 per annum.

The Group has elected to measure the right of use asset arising from the concessionary leases at cost which is based on the associated lease liability.

### Right-of-use assets

Information about leases for which the Group is a lessee is presented below.

	Buildings
<b>BALANCE AT 1 JULY 2022</b>	
Balance at the beginning of the year	1,661,451
Depreciation	(637,242)
Other adjustments	(128,129)
Additions	1,851,495
<b>BALANCE AT 30 JUNE 2023</b>	<b>2,747,575</b>

### Future lease payments

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year	1 - 5 years	> 5 years	Total undiscounted lease liabilities	Lease liabilities included in this Consolidated Statement Of Financial Position
	\$	\$	\$	\$	\$
<b>2023</b>					
Lease liabilities	866,135	2,158,496	131,453	3,156,084	2,832,280
<b>2022</b>					
Lease liabilities	633,780	1,233,788	-	1,867,568	1,707,277

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

## Consolidated Statement of Profit or Loss and Other Comprehensive Income

The amounts recognised in the consolidated statement of profit or loss and other comprehensive income relating to interest expense on lease liabilities and short-term leases or leases of low value assets are shown below:

	2023	2022
	\$	\$
Interest expense on lease liabilities	117,436	49,439
Expenses relating to short-term leases	963,594	297,989
	<u>1,081,030</u>	<u>347,428</u>

## Extension options

A number of the building leases contain extension options which allow the Group to extend the lease term by up to 2 to 12 years.

The Group includes options in the leases to provide flexibility and certainty to the Group operations and reduce costs of moving premises and the extension options are at the Group's discretion.

At commencement date and each subsequent reporting date, the Group assesses where it is reasonably certain that the extension options will be exercised.

There are potential future lease payments which are not included in lease liabilities as the Group has assessed that the exercise of the option is not reasonably certain.

	2023	2022
	\$	\$
<b>Lease liabilities</b>		
<b>CURRENT</b>		
Lease liabilities	931,605	563,857
	<u>931,605</u>	<u>563,857</u>
<b>NON-CURRENT</b>		
Lease liabilities	1,900,675	1,143,420
	<u>1,900,675</u>	<u>1,143,420</u>

	2023	2022
	\$	\$
<b>Note 10 Trade and other payables</b>		
Trade payables	217,830	101,704
GST payable	63,227	56,009
Sundry payables and accrued expenses	1,444,665	907,243
PAYG and Superannuation payable	432,977	842,564
Credit cards	(45,718)	(1,969)
<b>TOTAL TRADE AND OTHER PAYABLES</b>	<u>2,112,981</u>	<u>1,905,551</u>

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

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

	2023	2022
	\$	\$
<b>Note 11 Employee benefits</b>		
<b>CURRENT</b>		
Long service leave	36,553	53,395
Annual leave	1,036,642	661,724
Provision for wages and rostered days off	36,476	20,532
<b>TOTAL CURRENT</b>	<b>1,109,671</b>	<b>735,651</b>
<b>NON-CURRENT</b>		
Long service leave	100,249	148,666
<b>TOTAL NON-CURRENT</b>	<b>100,249</b>	<b>148,666</b>

	2023	2022
	\$	\$
<b>Note 12 Other liabilities</b>		
<b>CURRENT</b>		
Deferred grant income	2,095,900	1,303,674
Unexpended donations and funds	450,883	458,406
Revenue in advance	64,306	-
<b>TOTAL CURRENT</b>	<b>2,611,089</b>	<b>1,762,080</b>

## Note 13 Members' guarantee

The Company is registered with the *Australian Charities and Not-for-profits Commission Act 2012* 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 each towards meeting any outstanding obligations of the Company. At 30 June 2023 the number of members was 23 (2022: 21).

## Note 14 Financial instruments

### Accounting classifications

The following table shows the carrying amounts of financial assets and financial liabilities.

	2023	2022
	\$	\$
<b>FINANCIAL ASSETS MEASURED AT AMORTISED COST</b>		
Cash and cash equivalents	4,300,790	4,032,814
Trade and other receivables	1,910,842	1,542,860
<b>TOTAL FINANCIAL ASSETS</b>	<b>6,211,632</b>	<b>5,575,674</b>
<b>FINANCIAL LIABILITIES MEASURED AT AMORTISED COST</b>		
Trade and other payables	(2,074,781)	(1,905,551)
<b>TOTAL FINANCIAL LIABILITIES</b>	<b>(2,074,781)</b>	<b>(1,905,551)</b>



# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

## Note 15 List of subsidiary

Subsidiary	Principal place of business / Country of incorporation	Percentage owned (%) <sup>*</sup> 2023	Percentage owned (%) <sup>*</sup> 2022
Jobtrain Pty Ltd	Australia	100	100

\*The percentage of ownership interest held is equivalent to the percentage voting rights.

## Note 16 Commitments

As at 30 June 2023, there existed no commitments for the Group (2022: Nil).

## Note 17 Related parties

### a) Parent and ultimate controlling party

The ultimate controlling party of the Group is selectability Ltd.

### b) Transactions with key management personnel

#### i. Key management personnel compensation

Key management personnel compensation comprised short-term employee benefits, post-employment benefits, other long-term benefits, termination benefits and share-based payments.

	2023	2022
	\$	\$
Total key management personnel compensation	1,085,744	905,426

	Transaction value for the year ended 30 June		Balance outstanding as at 30 June	
c) Other related party transactions	2023	2022	2023	2022
Purchases with related parties with a common director or associated with key management personnel	200,118	93,296	-	-

## Note 18 Contingencies

As at 30 June 2023, there existed no contingencies for the Group (2022: Nil).

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

## Note 19 Parent entity disclosures

The financial information for the parent entity, selectability Ltd has been prepared on the same basis as the consolidated financial statements except as disclosed below.

### *Investments in subsidiaries*

Investments in subsidiaries are accounted for at cost in the financial statements of the parent entity.

	2023	2022
	\$	\$
<b>RESULTS OF PARENT ENTITY</b>		
Profit for the year	2,822,460	987,021
	<u>2,822,460</u>	<u>987,021</u>
<b>FINANCIAL POSITION OF PARENT ENTITY AT YEAR END</b>		
Current assets	8,080,929	6,385,681
Non-current assets	14,768,726	9,872,785
<b>TOTAL ASSETS</b>	<u>22,849,655</u>	<u>16,258,466</u>
Current liabilities	6,875,788	4,964,398
Non-current liabilities	3,149,423	1,292,086
<b>TOTAL LIABILITIES</b>	<u>10,025,211</u>	<u>6,256,484</u>
<b>TOTAL EQUITY OF THE PARENT ENTITY COMPRISING OF:</b>		
Retained earnings	12,824,443	10,001,983
<b>TOTAL EQUITY</b>	<u>12,824,443</u>	<u>10,001,983</u>

### **Guarantees**

The parent entity has entered into a Deed of Preparedness on 28 June 2019 with Jobtrain Pty Ltd which states that the parent entity is prepared to provide a guarantee to third parties of Jobtrain Pty Ltd.

### **Parent entity contingent liabilities**

The parent entity did not have any contingent liabilities as at 30 June 2023 or 30 June 2022.

### **Contractual commitments**

The parent entity did not have any commitments as at 30 June 2023 or 30 June 2022.

# Notes to the Consolidated Financial Statements

For the year ended 30 June 2023

	2023	2022
Note 20 Auditors remuneration	\$	\$
<b>AUDIT AND REVIEW SERVICES</b>		
- Auditing of financial statements - KPMG	35,000	-
- Auditing grant acquittals	8,500	-
- Auditing of financial statements - Jessups,	-	24,600
- Auditing grant acquittals	-	2,500
	<u>43,500</u>	<u>27,100</u>

## Note 21 Subsequent events

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Group, the results of those operations, or the state of affairs of the Group, in future financial years.

	2023	2022
Note 22 Group surplus	\$	\$
<b>SURPLUS FOR THE PERIOD ATTRIBUTED TO:</b>		
selectability Ltd	2,822,460	987,021
Jobtrain Pty Ltd	6,502	16,904
Other eliminations	(15,617)	-
<b>TOTAL SURPLUS</b>	<u>2,813,345</u>	<u>1,003,925</u>

## Directors' Declaration


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In the opinion of the Directors of selectability (the 'Company'):

- a) The Company is not publicly accountable;
- b) The consolidated financial statements and notes that as set out on pages 12 to 34 are in accordance with the *Australian Charities and Not-for profits Commission Act 2012*, including:
  - i) giving a true and fair view of the Group's financial position as at 30 June 2023 and of its performance, for the financial year ended on that date; and
  - ii) complying with Australian Accounting Standards - Simplified Disclosure Requirements and the *Australian Charities and Not-for profits Commission Regulations 2022*.
- c) There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors:

Dated at Townsville this 26<sup>th</sup> day of September 2023.

  
\_\_\_\_\_  
Danielle Hornsby  
Board Chair





# Independent Auditor's Report

To the members of selectability Ltd

## Opinion

We have audited the **Financial Report** of selectability Ltd (the Company) and its controlled entity (the Group).

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 (ACNC) Act 2012*, including:

- giving a true and fair view of the Group's financial position as at 30 June 2023 and of its financial performance for the year ended on that date; and
- complying with *Australian Accounting Standards – Simplified Disclosure Requirements* and *Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022*.

The **Financial Report** comprises:

- Consolidated statement of financial position as at 30 June 2023;
- Consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity, and consolidated statement of cash flows for the year then ended;
- Notes including a summary of significant accounting policies; and
- Directors' Declaration.

The **Group** consists of the Company and the entities it controlled at the year-end or from time to time during the financial year.

## Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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 *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the Financial Report in Australia. We have fulfilled our other ethical responsibilities in accordance with these requirements.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission (ACNC) Act 2012*, which has been given to the Directors of selectability Ltd, would be in the same terms if given to the Directors as at the time of this Auditor's Report.

## Other Information

Other Information is financial and non-financial information in selectability Ltd's annual reporting which is provided in addition to the Financial Report and the Auditor's Report. The Directors are responsible for the Other Information.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we 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.

We are required to report if we conclude that there is a material misstatement of this Other Information and based on the work, we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

## Responsibilities of the Directors for the Financial Report

The Directors are responsible for:

- Preparing the Financial Report that gives a true and fair view in accordance with *Australian Accounting Standards – Simplified Disclosures Requirements* and the *Australian Charities and Not-for-profits Commission Act 2012*;
- Implementing necessary internal control 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; and
- Assessing the Company and Group's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Company or 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 objective is:

- to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They 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 the Financial Report.

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

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

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

**KPMG**

KPMG



B E Lovell  
Partner  
Brisbane  
29 September 2023

# selectability

mental wellbeing and suicide prevention

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[selectability.com.au](https://selectability.com.au)

