

selectability

mental wellbeing and suicide prevention

Improving the mental wellbeing of people in regional Queensland and contributing to the prevention of suicide



Annual Report
2019-20



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

Artwork by the selectability Palm Island Women's Group

Contents

Chair report.....	4
CEO report.....	8
Who we are	
Diversity and inclusion.....	14
Our vision.....	14
Our strategic directions.....	15
Our values.....	15
Our commitment to quality.....	15
Our team	
Our board.....	16
Our executive team.....	17
Our employees.....	18
What we do	
NDIS.....	20
Clinical services.....	21
Community services.....	22
selectability Training.....	23
Where we are.....	25
Regional service profile.....	26
Our Bike Sheds.....	28
selectwellbeing - Lana's triumph.....	29
COVID-19 response.....	30
Financial report	
Director's report.....	34
Statement of profit or loss and other comprehensive income.....	39
Statement of financial position.....	40
Statement of changes in equity.....	41
Statement of cash flows.....	42
Notes to the financial statements.....	43
Directors' declaration.....	59
Independent auditor's report.....	60
Contacts.....	63

"An extraordinary year of challenge... met by selectability with great success... an organisation future focussed on upholding and improving the mental wellbeing of people, and on preventing suicide in regional Queensland."

Tom Ryan
CHAIR



Chair report

I proudly welcome you to our 2019-2020 Annual Report.

Despite the challenges, it has been a landmark year for selectability, for our consumers and for the many stakeholders, communities and interests we serve.

For more than 30 years, selectability (and predecessor organisations) has held firm to its commitment to improving the mental wellbeing of people in North and regional Queensland, and to championing suicide prevention.

Today, selectability is one of the largest and most successful providers of mental wellbeing, suicide prevention, NDIS and vocational training services in the region.

It is a region that has seen its fair share of community calamity. The strength, resilience and readiness of our community and its organisations in the face of challenge defines us.

As we enter a future of unprecedented social change and potential economic disruption, never before has the mental wellbeing of our community and the prevention of suicide been more important.

I am therefore pleased to report that selectability is financially strong, with a remarkable team of dedicated people. We are growing, expanding our services and extending our service reach. Above all, we are ready to meet current and emerging need; prepared and resilient to whatever challenges lie ahead.

Pandemic responsiveness

There is no greater priority than the health, safety and wellbeing of our people and our consumers.

selectability's response to COVID-19 was planned, swift and effective; and remains so.

Operations were quickly adapted to maintain services; providing safe and uninterrupted personal support at a time of heightened consumer anxiety and need.

We recognise and thank the Government and its agencies for their work in containing the impact of COVID-19 in Queensland.

The Board of Directors also commend our staff and Executive Team for their work in preparing for and upholding the highest standards of service, safety and health.

Engagement and planning

Active stakeholder engagement and precision planning has been foundational to selectability's growth and success over the year.

Drawing upon an extensive programme of stakeholder consultation, research and input, our strategic plan was launched in December 2019; giving directional emphasis to:

- Promoting a consumer and stakeholder driven culture

- Service innovation, development and delivery
- Organisational best practice and financial strength
- Regional leadership in improving mental wellbeing and in preventing suicide
- Building sustainable organisational scale, capability and capacity for the future

With the emergence of COVID-19, further business planning was undertaken to guide selectability's response to emerging opportunity and threat under multiple scenarios.

This was pioneering work that is yielding considerable benefit and is preparing us well for any eventuality. Much has already been achieved and organisational confidence and momentum is gathering.

I express my appreciation to all Consumers and stakeholders whose valuable input helped shape and set our directional priorities.

Growth and sustainability

selectability achieved record growth in consumer numbers – as well as record growth across our services and operations:

- 62% increase in NDIS funded Consumers
- 112% increase in support coordination services
- 42% increase in selectability Training
- 12% increase in grant funding
- 20% increase in staff numbers

selectability has also expanded the range of services available to consumers and is extending its on-the-ground presence across North and regional Queensland.

Financial strength

I am pleased to report that selectability's profit for the 2019-2020 financial year was \$1.52 million.

Revenue increased by \$4.4 million to \$17.7 million for the year – a 33% increase. Forward revenue projections remain equally positive.

Uncommitted cash increased by up to 19% while total equity increased 23% to \$8.3 million.

It highlights selectability's underlying financial strength and resilience – opening opportunity to invest confidently in future improvements in mental wellbeing and suicide prevention.

Service innovation and development

Over the last 12 months selectability has successfully expanded its services in concert with consumer and community need – this being made possible by the increased funding and support from the NDIS, NQPHN and the Commonwealth and State Governments, and is greatly appreciated.

Chief Executive Officer, Debra Burden, will detail these achievements in her report.

In combination, they are contributing positively to improving mental wellbeing, and in helping prevent suicide at a time of amplified risk.

selectability Training

Last year I referred to the review of selectability Training to better align our Registered Training Organisation (RTO) operations with our goal to build local and regional workforce capacity skilled in NDIS, community services and mental health, with an emphasis on growing the numbers and the contribution of our intentional peer support workforce.

The timing of the review along with innovations in education, course design and delivery, proved decisive as the COVID challenge unfolded.

Our on-line learning management systems have been instrumental in further upskilling our staff, in attracting and supporting the recruitment of new staff, and in expanding regional employment opportunity – culminating in selectability being awarded Medium Employer of the Year in Queensland's 2020 Training Awards.

Governance

selectability has an immensely talented Board of qualified, skilled and experienced Directors who share a deep understanding and commitment to mental wellbeing and suicide prevention.

At a time of great challenge for all, our governance systems proved robust and effective.

Our annual Governance Performance Appraisal affirmed the effectiveness of the Board and Committees in their discharge of responsibility. Our accreditation auditors, Global Mark, described our governance processes as among the best they have seen.

I thank my fellow Directors for their leadership and contribution to selectability's directions, performance and conformance to the highest of professional, ethical and governance standards.

Management team

selectability is also fortunate to have an outstanding management team.

The team was bolstered with the appointment of a Chief Financial Officer, and the appointment of General Managers to drive service and performance in each of our regions.

Led by Chief Executive Officer, Debra Burden, the energy, harmony and professionalism of the management is impressive. The Board and I congratulate Debra and her team on the excellent results achieved.

Our valued staff

The Board and I pay tribute to the special effort given by staff, volunteers and clinical service providers this year.

Their service excellence, care and commitment to Consumer wellbeing shone through as COVID-19 and other challenges unfolded.

Staff numbers increased by 20% to 325 over the 18 months to September 2020 – a volunteering programme was established – selectability is now one of the largest private mental health practices in regional Queensland, with over 50 AHPRA registered mental health professionals.

Acknowledgements

This has been a landmark year for selectability and for our consumers.

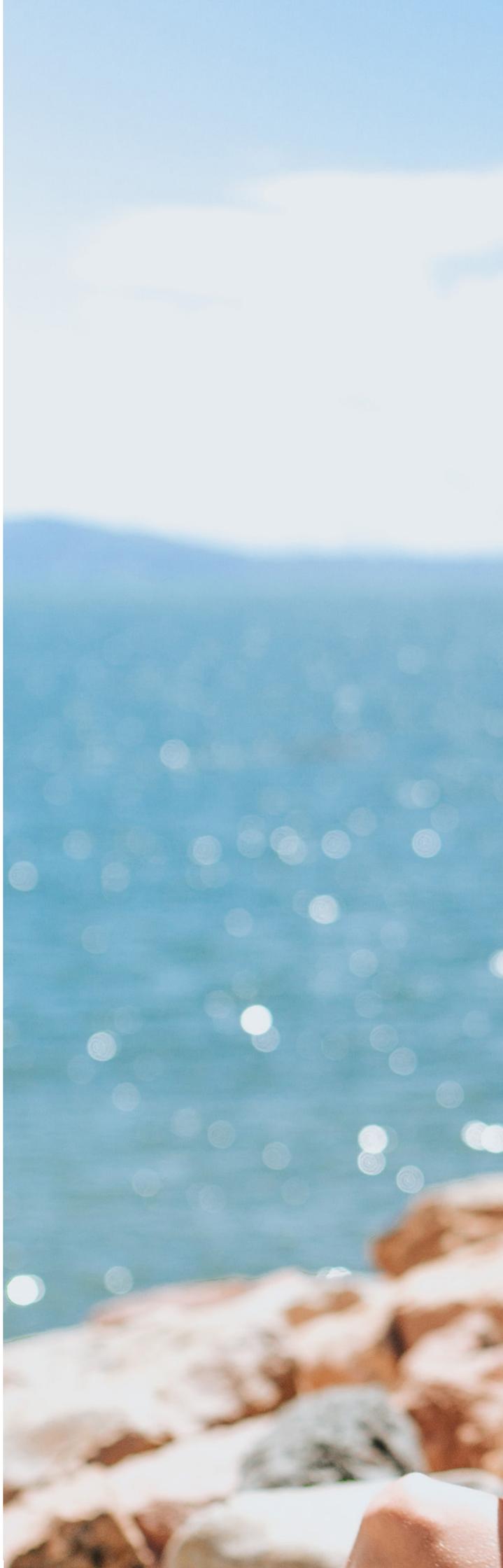
On behalf of all, I thank the NDIS, NQPHN and Queensland Health, as well as the Commonwealth and Queensland Governments, for their magnificent support.

selectability is an organisation truly future focussed on upholding and improving the mental wellbeing of people, and on preventing suicide in regional Queensland.

Yours sincerely,

Tom Ryan | Chair

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



"I suffer with really bad anxiety so little mundane things like going to the shops and going out in public around people are really hard for me on a good day, let alone a bad day.

Through selectability, I've had the support of so many kind people, I love that they are support workers but they seem more like friends. I'm just feeling so much better about myself, I still have my rough days but with the help of selectability those days get easier and easier."

SHARNA | NDIS CONSUMER | TOWNSVILLE



CEO report

A year of achievement and fulfillment

It has been a very good year for selectability as an organisation, for our employees and for our many valued consumers – with achievement and solid progress towards our shared commitment to improving the mental wellbeing of regional Queenslanders and contributing to suicide prevention

As an organisation, we have grown strongly and expanded our services and service reach. Financial performance has also been very strong, underpinning our robust financial standing.

However, our consumers remain the centre of our service universe – their wellbeing, enjoyment and richness of life. Consumer numbers increased by more than 50 per cent this year.

selectability's workforce has grown in number and in competency. We have a motivated and skilled team contributing to the wellbeing of our consumers and our communities – a team that views selectability as “a truly great place to work”.

This year selectability was announced as the state's Medium Employer of the Year for 2020 in the Queensland Training Awards. We have the honour of representing Queensland in the Australian awards later in the year.

These are wonderful achievements in which we can all take great pride.

They represent the first important steps in our 2022 Strategic Plan – a Plan developed in close consultation with consumers and stakeholders in the lead up to our Strategic Planning Forum held in Charters Towers in August 2020.

This input has and will continue to shape selectability's forward directions as well as the priority that will be given to:

- promoting a consumer and stakeholder driven culture
- service innovation, development and delivery
- organisational best practice and financial strength
- regional leadership in improving mental wellbeing and in preventing suicide
- building sustainable organisational scale, capability and capacity for the future

I thank our Board of Directors for their commitment, support and encouragement in our shared quest to improve the mental wellbeing of people in regional Queensland and our endeavours to contribute meaningfully to suicide prevention.

Consumer and stakeholder engagement

Understanding and responding to the current and prospective needs and priorities of our consumers and stakeholders is foundational to selectability culture. It involves close engagement, open communication and regular consultation – both formal and informal.

Consumer surveys, along with focus group studies, were undertaken in July 2019 to assess current and future needs and priorities.

The studies highlighted the quality of service and relationship enjoyed by consumers. The studies also identified rising anxiety among many consumers in relation to their awareness, understanding of eligibility, and ability to confidently access the NDIS services they need.

The requirement for greater consumer awareness and access to support coordination became evident – selectability's response resulted in a 112 per cent increase in consumers using our support coordination services.

Follow up surveys were undertaken with the Board (annual governance assessment) and Management (performance evaluation), as well as the Annual Employee Survey.

Confidential interviews were also undertaken with other stakeholders, including funding and peak bodies – providing valuable insight into their impressions of selectability and their assessment of emerging opportunity and future priority.

Development work is underway to promote even more active consumer and stakeholder engagement in the coming year, including “Uber-style” service satisfaction testing, consumer needs assessments, and advanced tracking of service outcomes against consumer goals.



Debra Burden
CEO

Service innovation, development and delivery

NDIS services

The NDIS has made a significant and very positive difference to consumer wellbeing, providing them with added choice and control over their planned services and supports.

Demand for NDIS funded services has been strong, with selectability now supporting 812 NDIS funded consumers, up 62 per cent over the prior financial year.

selectability is also expanding its range of NDIS funded services, with emphasis being given to accommodation, respite, supported independent living and domestic cleaning services.

On behalf of consumers, we sincerely thank the NDIS for its wonderful work, particularly their responsiveness in a year of great challenge to all.

Mental wellbeing and suicide prevention

The increased financial and other support from the Commonwealth and Queensland Governments via their various agencies has been both timely and greatly appreciated.

It has enabled selectability to innovate, expand and develop its services – new services including:

- **Mental Health Hubs**

The Hubs offer programs, activities and support to provide innovative recovery options to individuals seeking support for mental health conditions. They have an open-door policy, providing safe and welcoming spaces for self-help, advocacy and socialisation.

Mental Health Hubs have been opened in:

- Townsville (funded by NQPHN and Queensland Health, plus contributions from NDIS)
- Mackay (funded by NQPHN and NDIS contributions)
- Cairns (funded by NDIS contributions)

- **selectwellbeing**

This selectability designed program is funded by Queensland Health, with services being provided in collaboration with the Townsville Hospital and Health Service and the North West Hospital and Health Service.

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

- **Carer Gateway**

This program commenced in April 2020, with selectability being one of four consortium partners delivering the initiative across regional Queensland.

The program recognises the vital contribution of carers as well as their many challenges – the programme provides:

- Carer respite (planned and emergency)
- Individual and group counselling
- Carer training through selectability Training
- NDIS assistance and advice

- **Flu immunisation**

Funded by Queensland Health under a COVID response grant, this program raised awareness and understanding of the importance of influenza vaccination for people with physical and mental health challenges.

- **Bike Sheds – on your bike for mental health**

Also funded by Queensland Health under its COVID response grants, this program is similar to the operation of Men’s Sheds.

It provides an opportunity for all to improve their physical and mental health, and to find new friendships in a welcoming, social environment.

Five new Bike Shed services are being established in Mackay, Townsville, Palm Island, Charters Towers and Mount Isa.

- **selectability buses**

selectability purchased four new eight-seater buses to assist consumers with transport.

Located in Mackay, Townsville and Mount Isa, the buses are proving to be a valuable service, and big hit within the community with their distinctive consumer-inspired livery.

Regional leadership – improving mental wellbeing and preventing suicide

Clinical services

selectability's clinical services have expanded substantially, with over 50 AHPRA registered mental health professionals delivering across three health practices region-wide – making it one of the largest private mental health practice networks in regional Queensland.

The majority of clinical services are provided fully funded, thanks to the valued assistance and funding support of:

- The North Queensland, Central Queensland, Wide Bay and Sunshine Coast PHNs
- NDIS
- Veterans and Families
- Workcover
- Medicare bulk billing
- Carers Gateway

Respite and supported independent living

selectability has recently acquired the (in liquidation) Kent Street Aboriginal and Torres Strait Islander Respite and Independent Supported Living home in Townsville.

selectability has enjoyed a long-term association with the service, providing support to many of the residents. The home is very close to selectability House and our Inspire Clubhouse and presents a good fit for residents and consumers.

Planned services

- **Suicide Prevention Safe Haven**

Plans are well afoot and a business case has been prepared and presented to the Queensland Government to establish a Suicide Prevention Safe Haven facility in Townsville.

The initiative, being driven by selectability, is designed to be a \$4 million purpose-built facility providing an alternative to hospital emergency departments for people in mental crisis and/or who are suicidal – but who are not physically injured or in need of acute care.

We thank the following organisations for their enthusiastic support:

- Townsville Hospital and Health Service
- The Oasis Townsville and Project Compass
- Townsville Chamber of Commerce
- Townsville Enterprise Ltd
- Townsville Suicide Prevention Network
- Queensland Alliance of Mental Health

- **Adult Mental Health Centre**

The Commonwealth Government has announced a trial of eight Adult Mental Health Centres, one in each state, with Townsville being selected as the site for the Queensland Centre. The centres are designed to provide a welcoming, low stigma, 'no wrong door' entry point for adults to access mental health information, services and supports.

selectability is ideally positioned, prepared and financially equipped to lead and facilitate the development of this critically important initiative for Townsville.

Organisational best practice

Accreditations

- **National Standards for Mental Health**

During the year selectability gained accreditation under the National Standards for Mental Health.

The standards promote the development and implementation of best practice in continuous quality improvement in mental health services.

They focus on how services are delivered, as well as organisational compliance with policy directions and expected standards of communication and consent.

- **Certification – NDIS Practice Standards**

We achieved certification under the new NDIS Practice Standards introduced by the NDIS Quality and Safeguarding Commission – making selectability one of the first NDIS service providers in Queensland to achieve certification.

- **Human Service Quality Standards**

selectability successfully completed a surveillance audit under the Human Services Quality Standards.

- **Human Rights**

We have proudly adopted a Human Rights Policy in compliance with the Human Rights Act (Qld) 2019 – the policy supporting our commitment and dedication to respecting and upholding the highest of human rights in everything we do.

Financial strength

selectability's financial performance during the 2019-2020 financial year was very solid, reflecting strong growth in consumer patronage, expanded service provision and increased funding and revenues – total revenues increasing \$4.4 million to \$17.7m.

Operating costs (non-staff) were successfully contained, enabling selectability to achieve a group profit of \$1.5 million – adding to our very strong reserve of uncommitted cash and equity for the future.

selectability is on a very favourable financial trajectory, building sustainable scale, capability and capacity – financial strength that will continue to underpin our resilience and ability to support consumers, even in the most challenging of social and economic circumstances.

Scale, capability and capacity for the future

Innovative planning response to COVID

As with previous community calamity, selectability's response to the unfolding COVID-19 crisis was planned and implemented early.

As an essential service, selectability was able to quickly implement health, safety and service processes to ensure continuity of personal support to consumers, while maintaining a safe working environment for employees.

From a community health perspective, the impact of COVID-19 in regional Queensland has been well managed – due in large part to the commendable actions of the Queensland Government in ensuring its containment.

However, the fallout from the crisis could prove even more concerning – the impact on personal and community mental wellbeing and suicide risk presenting a major national challenge.

selectability has pioneered a special business planning process examining the risks and developing appropriate strategic responses under multiple scenarios – with pre-defined implementation “trigger points”.

This work has identified an immediate requirement to build workforce capability – an expanded regional workforce trained and qualified in human services, mental health and suicide prevention.

100 jobs – 100 days!

In response, selectability has announced an exciting “100 jobs in 100 days” initiative to expand skilled employment opportunity in human services, and to build local workforce capability and capacity to meet current and future need.

It is a vocation that is ideally suited to people in the heavily impacted local retail and hospitality sectors – providing a worthwhile and very fulfilling career alternative and learning opportunity for those who are genuinely people-orientated.

Expanded service facilities

In response to increased need, selectability has expanded its “on-the-ground” service facilities in Mount Isa, Mackay and Charters Towers.

The expansion in Mount Isa is an important game changer to better meet the growing NDIS, mental health and suicide prevention needs in the city and Gulf Country – selectability's Mount Isa facility expanding six-fold, opening up opportunity to secure additional mental health and suicide prevention funding and services for the region.

An additional facility has been opened in Mackay to support the Mackay Mental Health Hub, as well as selectability's Suicide Prevention team and NDIS support coordinators – the facility also offering space for group activities and training.

Services in Charters Towers have been expanded to adjacent premises, to host (among other services) our new BikeShed service.

Planned extended service footprint

Plans are underway to extend selectability's service footprint to Ingham and Rockhampton.

selectability has been providing services in Ingham for many years, but without a physical presence. Premises are being arranged and a regional coordinator for the area is being recruited.

selectability has been approached by several organisations and consumers to consider extending services to Rockhampton. Planning has commenced to recruit a regional coordinator and to secure suitable facilities to serve as selectability's home in Rockhampton.

selectability Training

selectability Training, part of the selectability Group, is a niche Registered Training Organisation (RTO) providing accredited training courses and education to support the delivery of NDIS and mental health

services, including:

- Cert IV Mental Health
- Cert IV Mental Health Peer Work
- Diploma of Community Services
- Cert III Individual Support
- Cert III Community Services
- Cert III Business

selectability Training also provides a range of non-accredited training courses relevant to NDIS and mental health service delivery – including mental health first aid; manual handling; food handling; domestic cleaning.

selectability Training is central to the planning and building of workforce capability and capacity now and for the future – the development of a highly-skilled and qualified workforce to deliver Australia's \$22 billion pa NDIS, and to support mental wellbeing and suicide prevention initiatives nation-wide.

For selectability, the RTO is essential to fulfilling our workforce skills requirements, ensuring that staff are upskilled, have easy access to a professional development pathway, and are trained to contemporary best practice standards in the delivery of high quality, compliant and safe services for our consumers.

Throughout the year, selectability Training has developed an innovative and leading-edge Learning Management System, enabling staff and students to study and gain qualification online conveniently and at times and locations of their choice.

selectability Training is also contracted under the new Queensland Government's Skills Assured Program which means that courses can be provided with the financial support of the State Government.

selectability Training's innovations in training, course design and delivery have been vital as the COVID challenges have and continue to unfold.

In very large part, the work of selectability Training also contributed to selectability being awarded Queensland's 2020 Medium Employer of the Year.

2020 Medium Employer of the Year

selectability has been awarded Queensland's 2020 Medium Employer of the Year.

The Award, announced as part of the 2020 Queensland Training Awards, attracted over 700 nominations from across Queensland.

The award recognised selectability's best practice approach to innovation in vocational education and training for its workforce.

selectability will represent Queensland at the Australian Training Awards in November 2020.

Our valued people

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

Over the year employee numbers have increased to 325 in September 2020, up 20 per cent for the year.

Their warmth, service excellence and care has helped enrich the lives of so many. They are highly skilled, qualified and bring together a diverse range of talents:

- 74% are qualified Cert III or above
- 48% have lived experience
- 15% have more than one language
- 14% are First Nations
- 8% are culturally and linguistically diverse

Energy levels and morale are high, with 77% of staff rating selectability as "a truly great place to work".

Our management team and I would like to thank our employees for their dedication and exemplary service.

Exceptional management team

In this year of achievement, I acknowledge the exceptional work and professionalism of our management team.

Earlier in the financial year, our organisational structure was reviewed and expanded, resulting in the appointment of Brett Oates to the position of Chief Financial Officer and Ingrid Steed to the positions of General Manager Clinical Services and General Manager Cairns.

Chris Attard (General Manager, Mackay) and Aaron Farrell (General Manager, Townsville) were joined by Ryan Wiggins (General Manager, Regions). Rounding out the Management team is Nasir Tajuddin (General Manager Training and Workforce Development) who has been instrumental in the development and expansion of our Registered Training Organisation (RTO), selectability Training.

They are an inspiring and harmonious team of professionals. I thank each and all for their first-class contribution to selectability's success this year.

Yours sincerely,

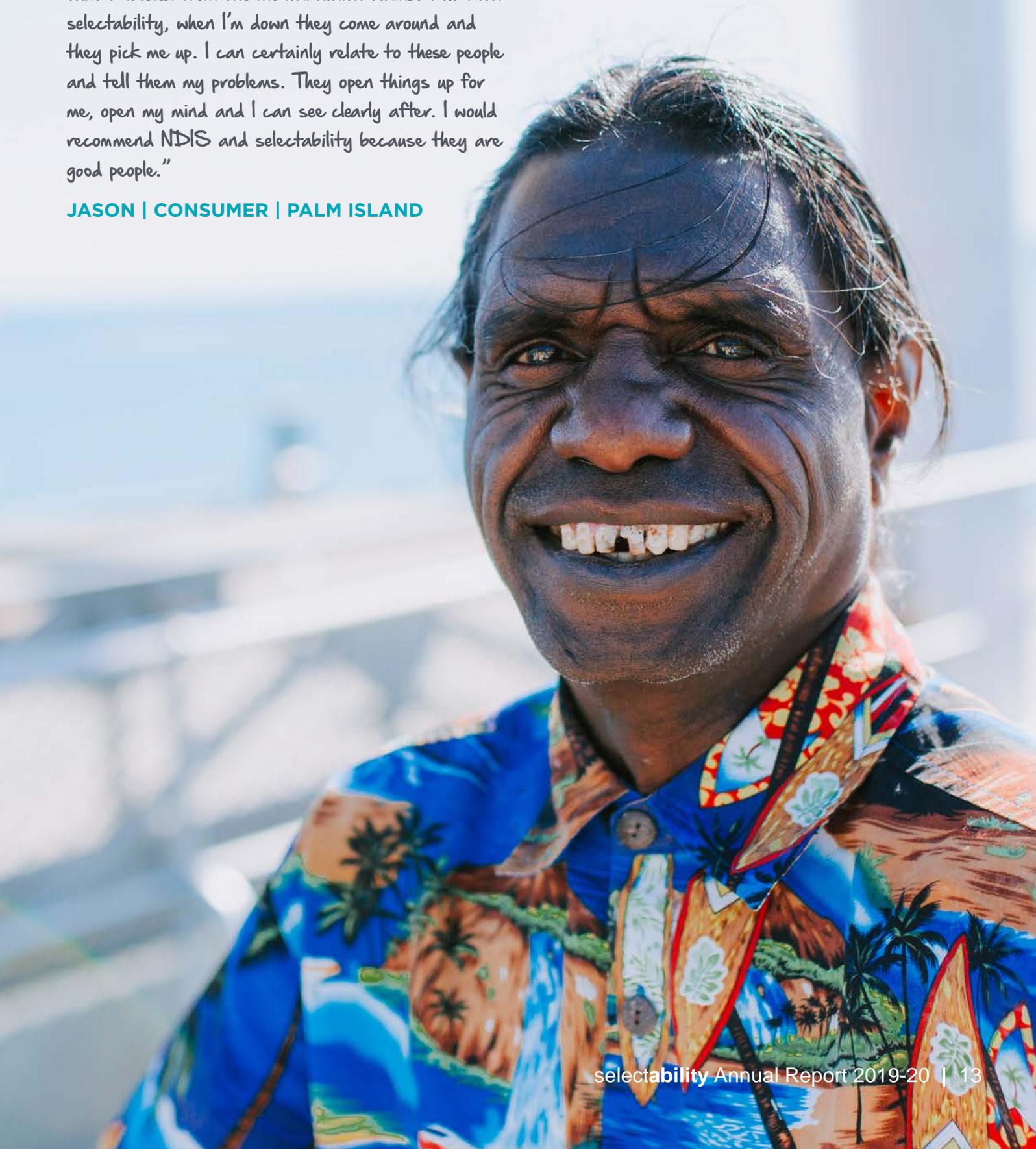
Debra Burden | CEO

BBus FIML FAICD



"I needed help. I really needed someone to talk to, because of the anxiety I've got. All my life was down in the gutter. I wasn't getting the sort of help that I needed from the mental health teams. But with selectability, when I'm down they come around and they pick me up. I can certainly relate to these people and tell them my problems. They open things up for me, open my mind and I can see clearly after. I would recommend NDIS and selectability because they are good people."

JASON | CONSUMER | PALM ISLAND



Who we are

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

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

As an NDIS service provider, our team has helped hundreds of people access and implement their NDIS plans.

selectability partners with state and federal Governments and key health organisations to deliver vital programs around mental wellbeing and suicide prevention including support for carers of those with mental illness.

We offer clinical and general psychology services for improved mental wellbeing and we own and operate a Registered Training Organisation (RTO) specialising in community services qualifications from Diploma to Certificate III and IV levels as well as non-accredited short courses.

We are proud of our history which includes the merger of SOLAS and MIFNQ in 2017 and have been providing mental wellbeing services to regional Queenslanders for over 40 years.

Diversity and inclusion

We understand that different beliefs about mental illness affect how people find and access support services.

We partner with key community organisations to ensure that our services are accessible, flexible, responsive and inclusive to all groups, including: Aboriginal and Torres Strait Islander; culturally and linguistically diverse (CALD); LGBTIQI+; and those living with a disability. This means regardless of circumstances, individuals receive the right support for their own recovery.

Our vision

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





Our strategic directions

Consumer and stakeholder driven culture

Respond to current and future consumer and stakeholder needs and aspirations

Service innovation, development and delivery

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

Organisational performance

Continue as one of Australia's most respected and financially sound mental wellbeing and suicide prevention service providers

Regional leadership

Maintain a nationally respected position as a leader in mental wellbeing and suicide prevention in regional Queensland

Strategic scale

Build on our strong relationships to benefit our consumers and stakeholders

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

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 commitment to quality

selectability is committed to providing the highest quality support and services to those in need in the community as well as a safe, supportive and productive work environment for our growing staff.

selectability is accredited under the:

- Human Service Quality Framework
- National Standards for Mental Health Services
- NDIS Quality and Safeguarding Framework

selectability Training (RTO #0281) is accredited under the:

- National Standards for Registered Training Organisations - RTO #0281

Our team

Our board

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

Chair

Tom Ryan

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



Tom is a Credentialed Mental Health Nurse (RPN, RGON, RCompN) and has been a practicing psychotherapist for more than 30 years. He currently works in Primary Care Liaison and practices within and coordinates the Specialist Psychotherapy Clinic for Townsville Hospital and Health Service Mental Health Service Group. Tom is also a Director of the Mental Illness Fellowship of Australia MIFA, Director of the Australian College of Mental Health Nurses (Vice President and acting President). He was formerly Nursing Director, Director of Area Mental Health Services, and has held various Clinical Nurse Consultant and other clinical, management, teaching, research and supervision roles. Tom continues to work actively in teaching, psychotherapy, supervision and publishing research.

Directors



Marianne Bonassi

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

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 & 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.



Dr David Hartman

MBBS, FRANZCP (Director since 2019)

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

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



Sandra Hubert

AFAIM; BCom; AssocDip Bus; CertIV Dis; CertIV WH&S (Director since 2016)

Sandra has over 30 years' experience as an accountant for small business to multi-national companies including tax agent and project management. Over the years, Sandra has also held roles on numerous committees in our community, including the Australian Institute of Management. Sandra has her own business providing accounting services to organisations while also working as a disability support worker. She was a management committee member of MIFNQ since 2006 and was involved in the merger with Solas Ltd.



Robert (Bob) James

CPA, BSocSc (Hons); MIndigSt (Hons) (Director since 2017)

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 carers. 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.



Stephanie Naunton
LLB; GradDip LP (Director since 2018)

Stephanie is the North West Coordinator for Community Engagement and Volunteers for Wellways. She previously worked as the Senior Adviser to the Member for Herbert (2016- 2019) and also for the Minister for Disability Services and Seniors the Hon. Coralee O'Rourke.

Stephanie is currently studying her Masters in Politics and Policy and has recently completed her Certificate in Leadership, Action and Organising. She is passionate about mental wellbeing because she has seen the difference organisations like selectability have made on people's lives.



Dr Clive Skarott AM HonDUniv
DipFinSvc, FAICD, FAMI, JP (Qual.) (Director since 2019)

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



Professor Robert Stable AM
MBBS, DUniv (QUT), MHP, FRACGP, FAICD, FCHSM (Hon) (Director since 2018)

Professor Stable's 50-year career in health has included roles as a rural and remote General Practitioner, a Flying Doctor, Hospital Medical Superintendent and Chief Executive, Director-General of the Queensland Department of Health, Member and Chair of the Australian Health Ministers' Advisory Council, Vice-Chancellor and President of Bond University and Non-Executive Board Director/Member. He retired as Chair, Metro North Hospital and Health Board, in May 2020.



Matthew Watts
NVQ (Estate Agency), C&G Television and Video Production, Cert IV Information Technology (Director since 2014)

Matthew is an experienced IT, HR and business specialist with over 18 years' experience in client engagement roles. He is currently contracting with the Queensland State Government in a diverse range of IT projects. Prior to this, he worked in high value residential and commercial property sales, finance, and executive and public sector recruitment.



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, a Director of North Queensland Primary Health Network and Deputy Chair of North and West Remote Health.

Our executive team



General Manager Mackay
Chris Attard
BBus (Comm) FCPA AGIA ACIS



General Manager Regions
Ryan Wiggins
MBA BA (Human Services) DipIndigS



Chief Financial Officer
Brett Oates
Bcom ASA



General Manager Cairns & Clinical Services
Ingrid Steed
BA (Nursing) MACN AIAM (mediator) MAICD



General Manager Townsville
Aaron Farrell



General Manager Training & Workforce Development
Nasir Tajuddin
MBA MAICD



Our employees

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

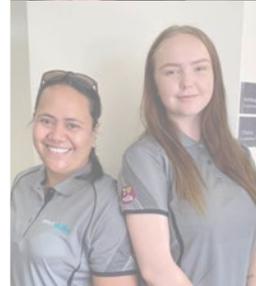
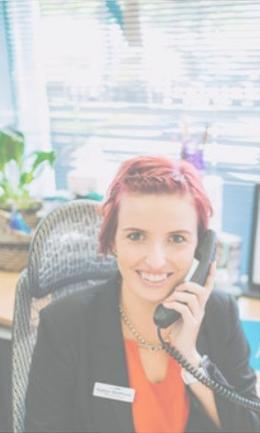
Our employee numbers have increased to 325 (in September 2020), up 20% for the year.

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

An employee survey conducted by Best Practice Australia in March 2020 reported 77% of our employees believe selectability is a 'truly great place to work.'

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



Employee survey March 2020

77%
of employees say
selectability is a
"truly great
place to work"

48% of employees with
lived
experience

74%
of employees
qualified with
a Certificate III,
IV or above

8%
of employees are
CULTURALLY or
LINGUISTICALLY
diverse

14% of employees
identify as
Aboriginal or Torres
Strait Islander





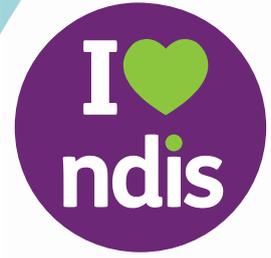
“The work I do is very rewarding. I’m a new graduate social worker and I really liked selectability as a company. It has a very friendly ethos. It’s great that there’s flexibility in the work environment, as I’m a single parent. I would encourage others to work in the sector. I was fortunate enough to work with selectability through a friend’s recommendation and I know that I haven’t regretted that decision.”

JODIE | SUPPORT COORDINATOR | CAIRNS



What we do

NDIS



selectability is one of regional Queenslanders leading providers of NDIS mental health supports and services.

Individual support

In the home: We support consumers to develop life skills, carry out personal activities and complete household tasks. This could include supporting consumers to: prepare meals; organise their household; clean their home.

In the community: We support consumers to access and be a part of their community. This can include by transport to and from activities, appointments and social engagements and supporting them while they are there.

We also offer group supports designed to increase social participation, develop new skills, build capacity and strengthen community connection. This includes our Inspire (Townsville) and Horizon (Mackay) Clubhouses and our Mental Health Hubs.

Capacity building

We work with consumers to increase their independence, knowledge and resilience and provide them with the tools and resources to better understand the services and support that will bring them closer to their goals.

Support coordination

This is our largest and fastest growing capacity building service. We have a unique program that takes consumers through a clearly defined pathway to strengthen and enhance their capacity to coordinate their own supports and maximise the value of their plans.

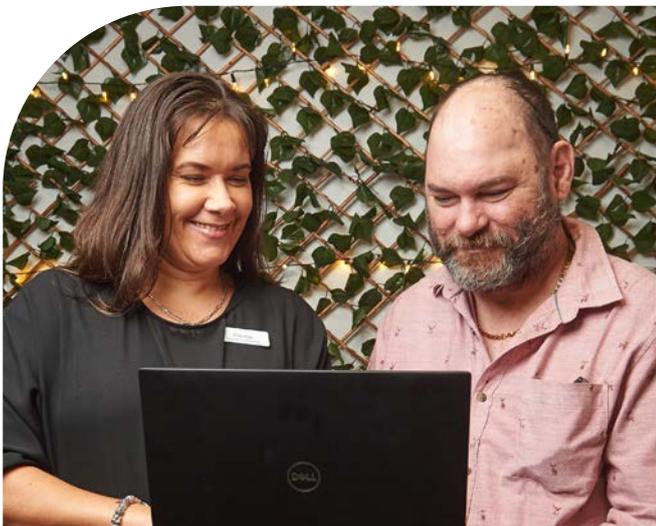
Other capacity building supports

- Clinical services (counselling and psychology)
- Recovery coach

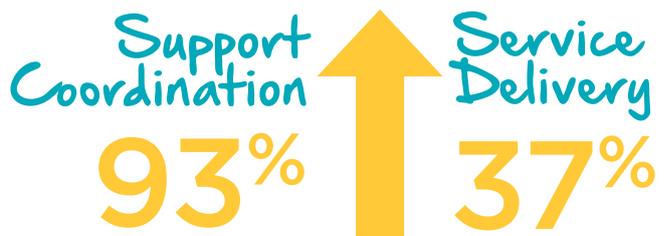
For more information contact:

E: administration@selectability.com.au

P: 1800 133 123



2019-20 NDIS Consumer Growth



Clinical services

selectability is one of the largest private practice providers of clinical mental health services for organisations and individuals across our expansive regional Queensland footprint.



Ingrid Steed

GM Clinical Services

BA (Nursing), MACN, AIAM
(Mediator), MAICD

Our clinical team

Our clinical services division incorporates a dedicated in-house team led by our GM Clinical Services Ingrid Steed, who is a registered nurse with over 35 years' experience.

The clinical services team is made up of over 50 AHPRA registered mental health professionals. These include:

- clinical psychologists
- psychologists
- accredited mental health social workers
- psychotherapists
- counsellors
- credentialed mental health nurses
- occupational therapists

Who we help

Through this sustainable service model we are able to not only support private practitioners but deliver flexible, adaptive and widespread mental health services to achieve our purpose of improving the mental wellbeing of regional Queenslanders and contributing to the prevention of suicide.

We provide treatment for a wide variety of conditions including:

- trauma & post trauma stress disorders (PTSD)
- suicide prevention
- self harm
- depression
- child & youth mental health
- Women's mental health including postnatal depression
- eating disorders
- Aboriginal & Torres Strait Islander mental wellbeing
- Homelessness

Referrals are available through

- NDIS
- Medicare/mental health care plan
- Carer Gateway
- Employee Assistance Program (EAP)
- WorkCover/Veterans and Families
- private health funds
- self-referral

Contacts

P: 1800 133 123

Cairns

E: cairns@selectability.com.au

F: 4027 9477

Townsville

E: townsville@selectability.com.au

F: 4725 3819

Mackay

E: mackay@selectability.com.au

F: 4957 7162

Community service programs

As a recognised leader in mental wellbeing and suicide prevention, selectability delivers a number of state and federally funded programs and initiatives.

Mental health hubs

Our new Mental Health Hubs exist to ensure that adults in the Townsville and Mackay regions have access to the mental health services they need.

Supported by funding from Northern Queensland Primary Health Network (NQPHN) through the Australian Government's PHN Program, the Hubs offer programs and activities to provide an innovative recovery option to individuals seeking support for mental health conditions.

Our Mental Health Hubs have an open door policy, providing safe and welcoming spaces for self-help, advocacy and socialisation.

We have partnered with key organisations in both regional centres to deliver workshops on a range of topics from art workshops and exercise groups to facilitated group forums.

All services are free.

Mackay

Mental Health Hub

A: 11 Wood Street, Mackay

P: 07 4951 2973

E: mhhubmky@selectability.com.au

Horizon Clubhouse

A: 1 Wood Street, Mackay

P: 07 4951 2973

E: horizon@selectability.com.au

Townsville

Mental Health Hub

A: selectability House, 59a Cambridge St, Vincent

P: 07 4781 2600

E: mhhubtsv@selectability.com.au

Inspire Clubhouse

A: 159 Kings Road, Pimlico

P: 07 4725 2496

E: inspire@selectability.com.au

Clubhouses

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

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

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

Clubhouse activities are voluntary and members are able to choose which to take part in - allowing them control of their own mental wellbeing journey.

Members with an NDIS package are expected to make a contribution to the financial costs of running the Clubhouses.



"I came to Horizon Clubhouse after being in hospital. It's been a safe haven for me. It's where I can come and be myself and be comfortable. I'm back on track again, so thanks to the staff and members here."

LOU | HORIZON CLUBHOUSE MEMBER



selectability Training, part of the selectability Group, is a niche Registered Training Organisation (RTO).

selectability Training provides expert training in mental health, disability support and community services through flexible, state-of-the-art training options.

The RTO's highly-developed Learning Management System (LMS) acts as an information highway for training, creating a supported learning environment that offers both flexibility and structure to learners.

On top of accredited and non-accredited training courses for individuals, our team can access, create and implement training programs for organisations with a focus on achieving safe, compliant and cost effective workplace environments through its Tailored Training Solution offering.

For selectability, the RTO is essential to fulfilling our workforce skills requirements, ensuring that staff are upskilled, have easy access to a professional development pathway, and are trained to contemporary best practice standards in the delivery of high quality, compliant and safe services for our consumers.

More generally, selectability Training is central to achieving our commitment to building NDIS capability and capacity and to support mental wellbeing and suicide prevention initiatives nation-wide, now and for the future, through the development of a highly-skilled and qualified workforce.

Education and prevention in the NDIS sector is also key in response to COVID and operating in the post COVID environment. As an RTO with capability selectability Training has developed a new course offering for infection control to up-skill community services workers. As well as expanding its mental health first aid course capacity.

selectability Training

Nationally recognised training



Supported self-paced

- CHC52015 Diploma of Community Services (Case Management)
- CHC43315 Certificate IV in Mental Health
- CHC43515 Certificate IV in Mental Health Peer Work
- CHC32015 Certificate III in Community Services
- BSB30115 Certificate III in Business
- CHC33015 Certificate III in Individual Support (Disability)

Short courses

- Manual Handling (disability and ageing)
- Mental Health First Aid - Standard, Youth, Refresher. Blended online option available
- Managing Aggressive Behaviours, Trauma Informed Care, Suicide Intervention Skills, Infection Control Training and more

"I feel safer with selectability. I'm feeling more confident. It's made a difference because I can just go out and do my own thing and not have to rely on my parents. I'm hoping to get a job in the future in retail."

TODD | CONSUMER | CAIRNS



Where we are

selectability is one of Queensland's largest mental wellbeing and suicide prevention support and service providers. Our footprint stretches from our head office in Townsville, north to Cairns, south to Mackay, 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.



Regional service profile

selectability offers services across diverse regional communities each with their own unique needs and challenges. Here is a snapshot of the services available in our regions.

Key - Services available

- NDIS (Service)
- NDIS (Support coordination)
- Clubhouses
- Bike Shed
- Carer Gateway
- selectwellbeing
- Suicide prevention programs
- Mental Health
- Clinical services

Townsville

Townsville is home to the selectability Head office and the base of our services which extend over a large footprint across regional Queensland.

The city is also home to our Inspire Clubhouse, one of our Mental Health Hubs, selectability Training and one of our new Bike Sheds as part of our On Your Bike For Mental Health initiative.

Services available



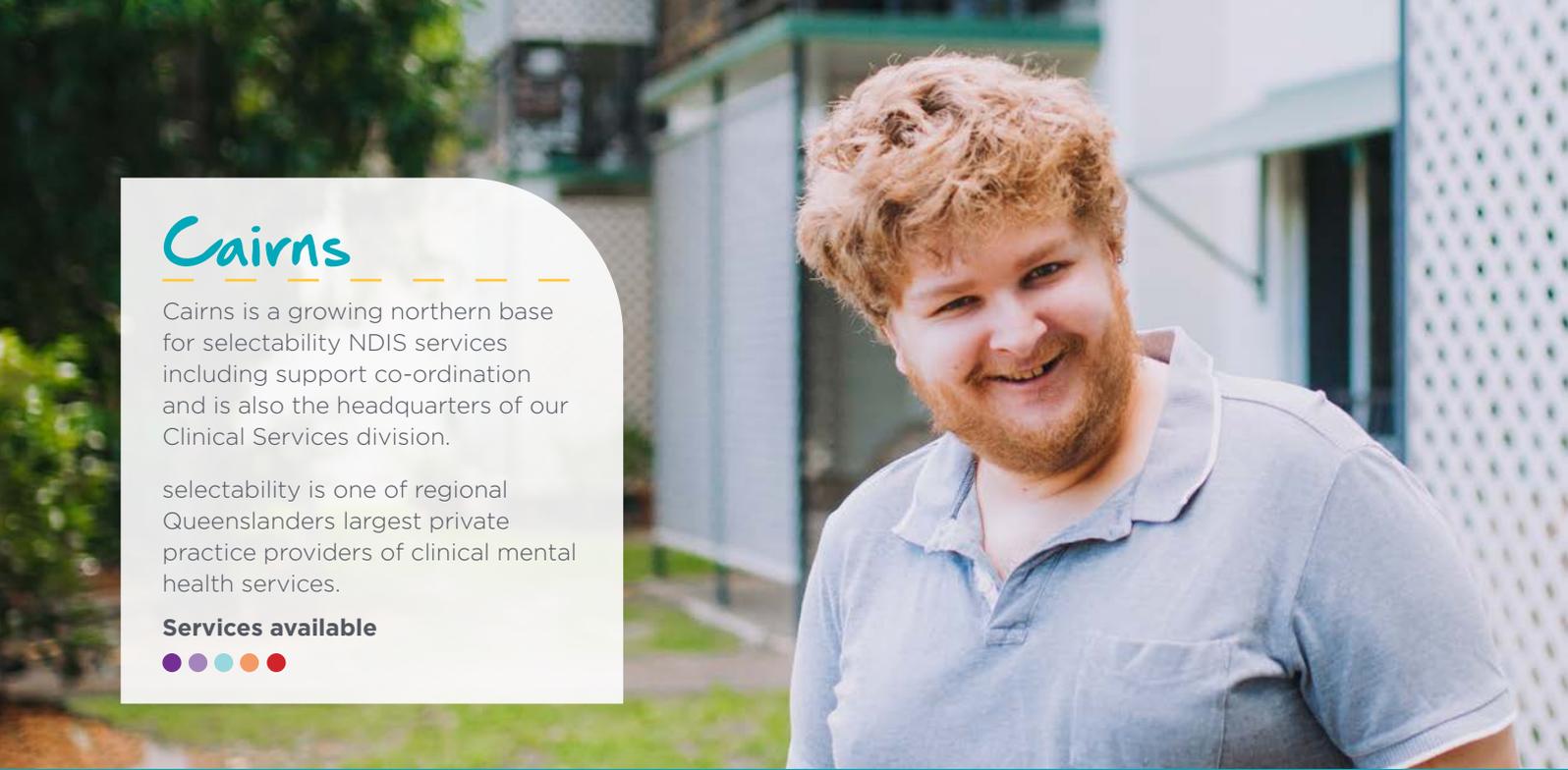
Mackay

Our Mackay team plays an important role in delivering services across areas of great need in the region.

Our Horizon Clubhouse is based there as well a Mental Health Hub and a Bike Shed.

Services available



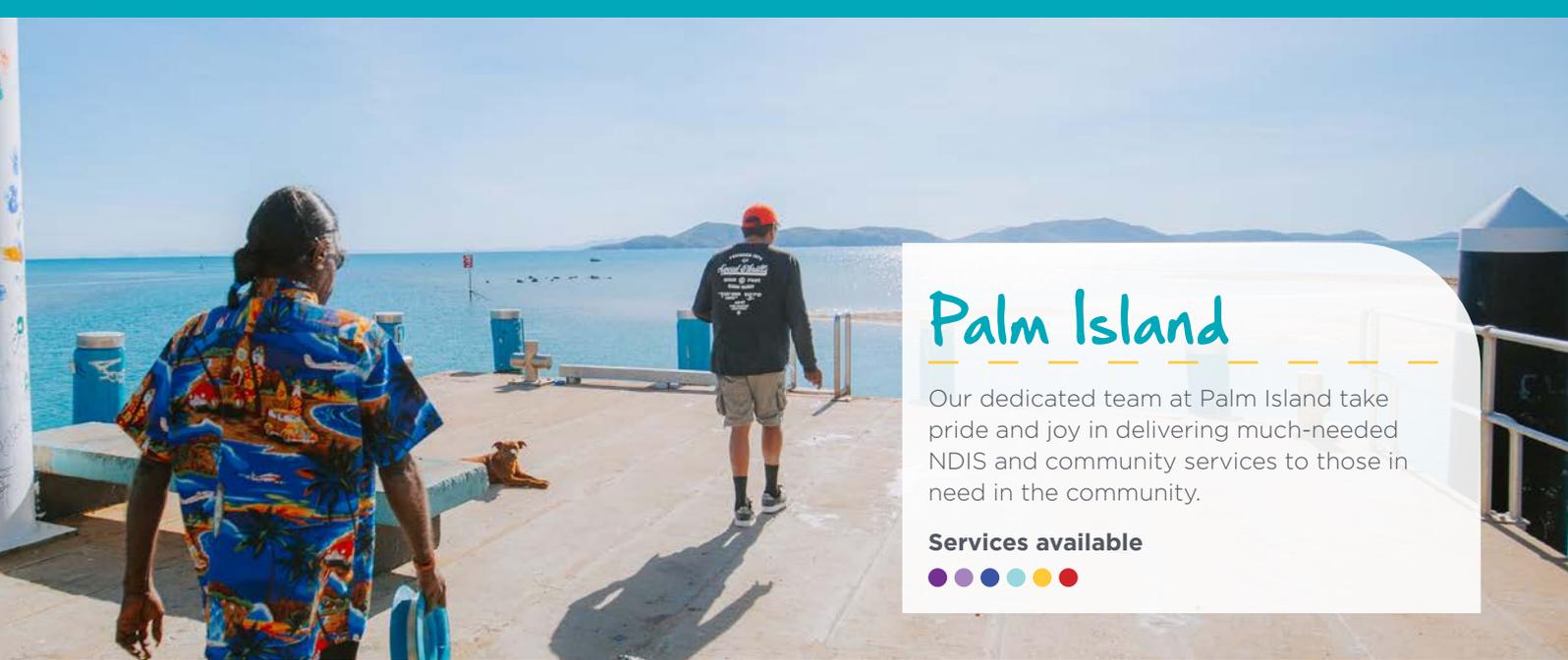


Cairns

Cairns is a growing northern base for selectability NDIS services including support co-ordination and is also the headquarters of our Clinical Services division.

selectability is one of regional Queenslanders largest private practice providers of clinical mental health services.

Services available



Palm Island

Our dedicated team at Palm Island take pride and joy in delivering much-needed NDIS and community services to those in need in the community.

Services available



Mount Isa

Services available



Ingham

Services available



Charters Towers

Services available



As part of our commitment to improving the mental wellbeing of all regional Queenslanders, we're increasing our presence in centres including Charters Towers, Mt Isa and Ingham.

Our regional team deliver NDIS services as well as a variety of community services programs including On Your Bike for Mental Health (Charters Towers & Mt Isa) and selectwellbeing (Mt Isa).





Our Bike Sheds

Thanks to support from the Queensland Government we're bringing Bike Sheds to communities across regional Queensland.

With the loneliness, isolation and distress caused by the COVID-19 pandemic, it is more important than ever for all of us to reconnect as a community.

The benefits of physical activity in supporting mental health outcomes, encouraging connectivity and the contributing to the prevention of suicide are well documented.

Our Bike Sheds aim to provide safe and welcoming environments for regional Queenslanders to socialise, learn new skills, make friends and improve their mental wellbeing. The On Your Bike for Mental Health service is run out of the Bike Sheds.

selectability is proud to offer our Bike Sheds to the people of Palm Island, Townsville, Charters Towers, Mount Isa and Mackay.

The program includes:

- free bicycle loan scheme
- bicycle repair workshop
- break out areas for socialising
- organised group rides
- easy access to other supports
- tea and coffee making facilities

It is free to attend our Bike Sheds and everyone is welcome!

How you can help

To help us make a positive difference to the lives of people across regional Queensland selectability welcomes community support. There are many ways you can get involved and help us to make this initiative a success.

Whether it's sponsorship support through your business, or individually volunteering to host a community bike ride, fix a flat bike tyre or work in our garden - we welcome your time and involvement.

Contact

P: 1800 133 123

E: communications@selectability.com.au



selectwellbeing

Lana's triumph

From group participant to peer support worker. Lana's selectwellbeing story is one of triumph and transformation.

Lana was living a fulfilling life working as a veterinary nurse until things took a dramatic turn when struggles with her mental health meant she could no longer work.

In her search for support she was introduced to selectwellbeing Groups and she says the program has turned her life around.

Ten months in and Lana is filled with hope, enthusiasm and a positive outlook.

"I was terrified, the first couple of times I attended the groups but the peer support workers helped me get over my fears and build my confidence. They had more faith in me than I had in myself when I first joined," Lana said.

The selectwellbeing group program is research-based and recovery-focused. The aim is to rebuild strong mental health foundations, provide opportunities to reconnect and engage in activities that provide hope and purpose.

From gentle walks, to yoga and recovery through artistic expression using craft and journaling, the program encourages open discussions to reduce stigma around mental health and create a sense of community.

From those first nervous sessions, Lana has experienced a journey of transformation.

Not only has her mental health benefited but she has been inspired to study, gaining a Certificate III in Community Services through selectability Training and now offers support to help others.

"I was able to complete my certificate and make a career out of it," Lana said.

"Now I'm part of the selectability team - working as a peer support worker on the program that has supported me through my recovery.



"It was difficult to start again, going from working with pets to people. It has been a big change but a good one!

"The whole recovery process and experienced has changed my life."

selectwellbeing Program Coordinator Sarah said it was inspiring to see Lana gain self-confidence and embrace every aspect of her recovery journey.

"The program provided Lana with a safe and welcoming environment where there was no judgement where she was able to flourish," Sarah said.

"It helped her raise self-awareness which is one of her best attributes, it has built her sense of purpose and filled her with hope."

Lana says the whole recovery process has changed her life and she is now more open to possibilities.

"I emerged on the other side with more resilience and stronger than I thought I ever was. I'm on my way to being independent again. I wanted to turn my life around, and I can safely say I have succeeded. selectwellbeing Groups has played a major role in where I am today."

selectwellbeing is available to case-managed individuals in the Townsville and North West Hospital and Health Service areas.

COVID-19 response spreading a message of connectivity

The unprecedented upheaval of societal norms caused by the COVID-19 pandemic has been felt world-wide and regional Queenslanders have not been spared despite the number cases here being well contained to date.

The obvious impacts to the economy and our physical health are measured and counted each day with stats on positive tests, deaths, job losses and lock-down measures but the less obvious symptoms can sometimes be at risk of going unnoticed.

The University of Sydney's 'Brain and Mind Centre' released two COVID-19 reports in July 2020. They stated in their findings; 'under the best case model we are facing a 14% increase in suicide and a 12% increase in hospitalisations due to suicide attempts and a worst case of 22% and 21% respectively.

As an organisation with a team committed to improving the mental wellbeing of regional Queenslanders and contributing to suicide prevention in our communities, this presented us with a situation we needed to respond to quickly.

Our team moved quickly to develop and enact a COVID-19 continuity framework to ensure the physical barriers presented by the virus had minimal effect on our ability to provide care and support to the community.

We worked hard to adapt our services to the new and challenging environment to ensure our vital group mental wellbeing initiatives such as our

Horizon and Inspire Clubhouses and select wellbeing program continued to provide support to those who needed it most while adhering to strict health and safety protocols.

Through CEO Debra Burden we advocated for the term physical distancing to be used as opposed to social distancing as connectivity during crisis can be the key to maintaining our mental wellbeing.

"We understand that throughout this pandemic feelings of anxiety, fear and depression are developing symptoms of COVID-19," said selectability CEO Debra Burden.

"It's during times like these, more than ever, we need to unite as a community to address the unprecedented crisis so that we come through to the other side not only physically, but emotionally and mentally well too.

"As a mental wellbeing organisation we believe the term social distancing engendered actions and feeling in line with isolation and loneliness while physical distancing implied instead of a handshake we could reach out via phone, text or video call.

"Social connectivity is crucial at all times, but even more so when our lifestyle and livelihoods have been so drastically impacted."

"While for some regional Queenslanders life has returned to normal since the height of the COVID-19 crisis, for others the mental health impacts will be felt for a long time to come, affecting them at different times and often in 'silent' ways. This includes financial stress, job loss, relationship tensions and isolation.

Through our Suicide Prevention Networks we are committed to developing and implementing initiatives to contribute to suicide prevention in the post COVID-19 environment."

ADRIEL BURLEY
MANAGER TOWNSVILLE SUICIDE PREVENTION





Rising to the challenge

Clubhouses inspire deeper mental wellbeing connection

While the full, collective mental health impact of COVID-19 is yet to be felt or understood, selectability's Inspire Clubhouse has been able to turn the pandemic into a positive wellbeing experience for its members.

Ben Keith, a Clubhouse member for almost eight years, said the support of the Inspire team helped him through the stress of isolation due to COVID-19.

He has spent time learning.

"It's a really friendly, supportive atmosphere," Ben said.

"The people around here will reassure you, and raise your confidence and it's enhanced my life by being a member.

"I admit that I was worried when I heard the Clubhouse was going to close due to the pandemic because it's such an important part of my life and my recovery," he said.

"But being able to have the one-on-one support made it easier to deal with such a challenging time."

The Inspire Clubhouse offers members a range of recovery-oriented activities and a chance to reconnect with their community in a non-clinical environment.

During the height of the pandemic social distancing restrictions meant the Clubhouse doors had to shut but according to Team Leader Kimberley Robinson, it also opened new ones.

"The closure meant we had to pause our group activities but presented us an opportunity to adapt

and provide individual support to our members, focusing on activities they loved," she said.

"From arts and craft, to music lessons and games, our staff (life coaches) worked hard under challenging circumstances to stay connected with those who depend upon our clubhouse for mental wellbeing support."

The individual support, while temporary, was the silver lining to what could otherwise have been a very distressing time.

Kimberley said it was not only members who had benefited.

"The staff all reported how providing the individual support gave them the chance to engage with and understand our members on a deeper level. This has led to stronger relationships between life coaches and members, which can only help their recoveries."

As COVID-19 restrictions eased, Inspire Clubhouse re-opened for group activities, in line with the relevant current health and safety regulations. Its programs are open to adults with a lived experience in mental illness and Clubhouse activities are voluntary, providing members with choice and control over their own mental wellbeing journeys.

"If you're experiencing mental or emotional hardship as a result of COVID-19 or for any other reason, or even no reason at all - please get in touch. New faces are always welcome."

Members with an NDIS package are expected to contribute to the financial costs of running the clubhouse.



selectability Ltd

ABN: 27 174 635 449

Consolidated Financial Statements *For the year ended 30 June 2020*

Contents

For the Year Ended 30 June 2020

	Page
Consolidated Financial Statements	
Directors' Report	28
Consolidated Statement of Profit or Loss and Other Comprehensive Income	33
Consolidated Statement of Financial Position	34
Consolidated Statement of Changes in Equity	35
Consolidated Statement of Cash Flows	36
Notes to the Financial Statements	37
Responsible Persons' Declaration	53
Independent Auditor's Report	54

selectability Ltd

ABN: 27 174 635 449

Directors' Report

30 June 2020

The directors present their report, together with the consolidated financial statements of the Group, being the Group and its controlled entity, for the financial year ended 30 June 2020.

General information

Directors

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

Names	Position
Thomas Ryan	Chair
Marianne Bonassi	Director
Dr David Hartman	Director
Sandra Hubert	Director
Robert (Bob) James	Director
Stephanie Naunton	Director
Dr Clive Skarott AM HonDUniv	Director
Professor Robert Stable AM	Director
Matthew Watts	Director

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

Principal activities

The principal activities of the Group during the financial year were

- selectability Ltd - to improve the mental wellbeing of people in regional Queensland and contribute to the prevention of suicide.

- Jobtrain Pty Ltd - the provision of training.

No significant change in the nature of these activities occurred during the year.

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 for members that are corporations and \$10 for all other members, subject to the provisions of the company's constitution.

At 30 June 2020 the collective liability of members was \$160 (2019: \$160).

Operating results

The consolidated profit of the Group amounted to \$1,516,174 (2019: loss of \$430,390)

Directors' Report

30 June 2020

Director Information

Thomas Ryan

Qualifications

Chair

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

Experience

Tom is a Credentialed Mental Health Nurse (RPN, RGON, RCompN) and has been a practicing psychotherapist for more than 30 years. He currently works in Primary Care Liaison and practices within and coordinates the Specialist Psychotherapy Clinic for Townsville Hospital and Health Service Mental Health Service Group. Tom is also a Director of the Mental Illness Fellowship of Australia MIFA. He was formerly Nursing Director, Director of Area Mental Health Services, Director of the Australian College of Mental Health Nurses (Vice President and acting President) and has held various Clinical Nurse Consultant and other clinical, management, teaching, research and supervision roles. Tom continues to work actively in teaching, psychotherapy, supervision and publishing research.

Special Responsibilities

Board Chair

Marianne Bonassi

Qualifications

Director

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

Experience

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 & 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.

Special Responsibilities

Member of Governance Committee

Dr David Hartman

Qualifications

Director

MBBS, FRANZCP
(Director since 2019)

Experience

David is currently a psychiatrist in private practice and at the Townsville Private Clinic. He is a Queensland Health staff specialist and Adjunct Associate Professor at James Cook University. He was previously Clinical Director, Child and Youth Mental Health Service for the Townsville Hospital and Health Service. As a psychiatrist specialising in youth mental health, David has a longstanding commitment to working with young people with severe mental health problems.

Special Responsibilities

Member of Governance Committee

Directors' Report

30 June 2020

Director Information

Sandra Hubert

Qualifications

Director

AFAIM; BCom; AssocDip Bus; CertIV Dis; CertIV WH&S
(Director since 2016)

Experience

Sandra has over 30 years' experience as an accountant for small business to multi-national companies including tax agent and project management. Over the years, Sandra has also held roles on numerous committees in our community, including the Australian Institute of Management. Sandra has her own business providing accounting services to organisations while also working as a disability support worker. She was a management committee member of MIFNQ since 2006 and was involved in the merger with Solas Ltd.

Special Responsibilities

Member of Finance Audit and Risk Committee

Robert (Bob) James

Qualifications

Director

CPA, BSocSc (Hons); MIndigSt (Hons)
(Director since 2017)

Experience

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 carers. 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.

Special Responsibilities

Member of Finance Audit and Risk Committee

Stephanie Naunton

Qualifications

Director

LLB; GradDip LP
(Director since 2018)

Experience

Stephanie is the North West Coordinator for Community Engagement and Volunteers for Wellways. She previously worked as the Senior Adviser to the Member for Herbert (2016- 2019) and also for the Minister for Disability Services and Seniors the Hon. Coralee O'Rourke. Stephanie is currently studying her Masters in Politics and Policy and has recently completed her Certificate in Leadership, Action and Organising. She is passionate about mental wellbeing because she has seen the difference organisations like selectability have made on people's lives.

Special Responsibilities

Member of the Governance Committee

Dr Clive Skarott AM HonDUniv

Qualifications

Director

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

Experience

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

Special Responsibilities

Deputy Chair and Member of Finance Audit and Risk Committee

Directors' Report 30 June 2020

Director Information

Professor Robert Stable AM

Director

Qualifications

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

Experience

Professor Stable's 50-year career in health has included roles as a rural and remote General Practitioner, a Flying Doctor, Hospital Medical Superintendent and Chief Executive, Director-General of the Queensland Department of Health, Member and Chair of the Australian Health Ministers' Advisory Council, Vice-Chancellor and President of Bond University and Non-Executive Board Director/Member. He retired as Chair, Metro North Hospital and Health Board, in May 2020.

Special Responsibilities

Chair of Finance Audit and Risk Committee

Matthew Watts

Director

Qualifications

NVQ (Estate Agency), C&G Television and Video Production, Cert IV Information Technology
(Director since 2014)

Experience

Matthew is an experienced IT, HR and business specialist with over 18 years' experience in client engagement roles. He is currently contracting with the Queensland State Government in a diverse range of IT projects. Prior to this, he worked in high value residential and commercial property sales, finance, and executive and public sector recruitment.

Special Responsibilities

Chair of Governance Committee

Meetings of directors

Attendances by each director during the year were as follows:

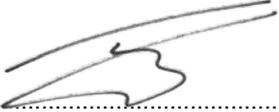
	selectability Ltd Board		Jobtrain Pty Ltd Board		Governance Committee		selectability Ltd Finance, Audit and Risk		Jobtrain Pty Ltd Finance Audit and Risk	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Thomas Ryan	12	11	11	10	5	5	-	-	-	-
Marianne Bonassi	12	11	11	10	5	4	-	-	-	-
Dr David Hartman	12	10	11	10	5	5	-	-	-	-
Sandra Hubert	12	9	11	9	-	-	9	8	4	4
Robert (Bob) James	12	12	11	11	-	-	9	9	4	4
Stephanie Naunton	12	9	11	9	5	3	-	-	-	-
Dr Clive Skarott AM HonDUniv	12	10	11	9	-	-	9	9	4	4
Professor Robert Stable AM	12	11	11	8	-	-	9	5	4	3
Matthew Watts	12	12	11	11	5	5	-	-	-	-

selectability Ltd

ABN: 27 174 635 449

Directors' Report
30 June 2020

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

Director:  **Thomas Patrick Ryan**

Dated this **29th** day of **September** 2020

Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2020

		2020	2019
	Note	\$	\$
Revenue	5	17,707,595	13,333,866
Other income	5	-	40,668
Finance income	7	38,785	88,626
Employee benefits expense		(12,389,056)	(10,322,217)
Depreciation and amortisation expense	12,11(a)	(489,816)	(339,183)
Other expenses	6	(3,341,481)	(3,230,492)
Finance expenses		(9,853)	(1,658)
Profit before income tax		1,516,174	(430,390)
Income tax expense	3(c)	-	-
Profit from continuing operations		1,516,174	(430,390)
Profit for the year		1,516,174	(430,390)
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		1,516,174	(430,390)
Profit/(loss) attributable to:			
selectability Ltd		1,444,325	(143,451)
Jobtrain Pty Ltd		71,849	(286,939)
		1,516,174	(430,390)

The accompanying notes form part of these financial statements.

**Consolidated Statement of Financial Position
As At 30 June 2020**

	2020	2019
Note	\$	\$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	8 5,327,894	4,466,738
Trade and other receivables	9 594,091	643,143
Other assets	10 539,449	487,337
TOTAL CURRENT ASSETS	6,461,434	5,597,218
NON-CURRENT ASSETS		
Property, plant and equipment	11 4,974,400	4,896,868
Right-of-use assets	12 681,228	-
TOTAL NON-CURRENT ASSETS	5,655,628	4,896,868
TOTAL ASSETS	12,117,062	10,494,086
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	13 843,012	1,056,270
Lease liabilities	12 249,963	-
Employee benefits	15 848,543	325,233
Other liabilities	14 1,352,718	2,255,805
TOTAL CURRENT LIABILITIES	3,294,237	3,637,308
NON-CURRENT LIABILITIES		
Lease liabilities	12 435,424	-
Employee benefits	15 106,605	124,744
TOTAL NON-CURRENT LIABILITIES	542,029	124,744
TOTAL LIABILITIES	3,836,266	3,762,052
NET ASSETS	8,280,796	6,732,034
EQUITY		
Retained earnings	8,280,796	6,732,034
Total equity attributable to equity holders of the Group	8,280,796	6,732,034
TOTAL EQUITY	8,280,796	6,732,034

The accompanying notes form part of these financial statements.

Consolidated Statement of Changes in Equity

For the Year Ended 30 June 2020

	Retained Earnings	Property Development Reserve	Staff Incentives / Training Reserve	Service Development Reserve	Capital Equipment Replacement Reserve	Redundancy / Termination Reserve	Total
2020							
Balance at 1 July 2019	6,732,034	-	-	-	-	-	6,732,034
Change in accounting policy to reflect the retrospective adjustments - adoption of AASB 15 and AASB 1058	32,588	-	-	-	-	-	32,588
Balance at 1 July 2019 restated	6,764,622	-	-	-	-	-	6,764,622
Profit for the year	1,516,174	-	-	-	-	-	1,516,174
Balance at 30 June 2020	8,280,796	-	-	-	-	-	8,280,796
2019							
Balance at 1 July 2018	5,499,711	200,000	10,000	500,000	100,000	852,713	7,162,424
Profit/(loss) for the year	(430,390)	-	-	-	-	-	(430,390)
Transfers to retained earnings from reserves	1,662,713	(200,000)	(10,000)	(500,000)	(100,000)	(852,713)	-
Balance at 30 June 2019	6,732,034	-	-	-	-	-	6,732,034

The accompanying notes form part of these financial statements.

Consolidated Statement of Cash Flows For the Year Ended 30 June 2020

	2020	2019
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers and funding bodies	18,061,040	13,478,223
Payments to suppliers and employees	(16,665,465)	(13,659,593)
Proceeds from interest received	38,785	88,626
Payments of interest	(9,853)	(1,658)
Net cash provided by/(used in) operating activities	<u>1,424,507</u>	<u>(94,402)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Proceeds from disposal of plant and equipment	942	-
Payments to acquire property, plant and equipment	11(a) <u>(502,563)</u>	<u>(289,175)</u>
Net cash provided by/(used in) investing activities	<u>(501,621)</u>	<u>(289,175)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liabilities	<u>(61,730)</u>	-
Net cash provided by/(used in) financing activities	<u>(61,730)</u>	-
Net increase/(decrease) in cash and cash equivalents held	861,156	(383,577)
Cash and cash equivalents at beginning of year	<u>4,466,738</u>	4,850,315
Cash and cash equivalents at end of financial year	8 <u><u>5,327,894</u></u>	<u>4,466,738</u>

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2020

The consolidated financial report covers selectability Ltd and its controlled entity, Jobtrain Pty Ltd, ('the Group'). selectability Ltd is a not-for-profit Company, registered and domiciled in Australia.

Each of the entities within the Group prepare their financial statements based on the currency of the primary economic environment in which the entity operates (functional currency). The consolidated financial statements are presented in Australian dollars which is the parent entity's functional and presentation currency.

The financial report was authorised for issue by the Directors on the date the responsible persons' declaration has been signed.

Comparatives are consistent with prior years, unless otherwise stated.

1 Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*.

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

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs unless otherwise stated in the notes. The amounts presented in the financial statements have been rounded to the nearest dollar.

2 Change in Accounting Policy

Revenue from Contracts with Customers - Adoption of AASB 15

The Group has adopted AASB 15 *Revenue from Contracts with Customers* and AASB 1058 *Income of Not-for-Profit Entities* for the first time in the current year with a date of initial application of 1 July 2019.

The Group has applied AASB 15 and AASB 1058 using the cumulative effect method which means the comparative information has not been restated and continues to be reported under AASB 111, AASB 118, AASB 1004 and related interpretations. All adjustments on adoption of AASB 15 and AASB 1058 have been taken to retained earnings at 1 July 2019.

The key changes to the Group's accounting policies and the impact on these financial statements from applying AASB 15 and AASB 1058 are described below.

Grants - operating

Under AASB 1004, most grant income was recognised as revenue on receipt. Under AASB 1058 and AASB 15, where an agreement is enforceable and contains sufficiently specific performance obligations, the revenue is either recognised over time as the work is performed or recognised at the point in time that the control of the services pass to the client.

Having reviewed the terms and conditions of grants received by the Group, some of them are within the scope of AASB 1058 and others within AASB 15 which has resulted in deferral of revenue for these monies.

Notes to the Financial Statements For the Year Ended 30 June 2020

2 Change in Accounting Policy

Revenue from Contracts with Customers - Adoption of AASB 15

Grants - capital

Under AASB 1004, most grant monies were recorded as revenue on receipt. Under AASB 1058, where the Group has received assets (including cash) to acquire or construct a non-financial asset, the asset is to be controlled by the Group and there is a refund liability if the terms and conditions of the grant are not met then the asset is recognised as a contract liability on receipt and recorded as revenue as the performance obligation to acquire or construct the asset is completed.

This has resulted in a deferral of revenue and recognition of a contract liability for funds which have not been spent at reporting date.

Leases - Adoption of AASB 16

The Group has adopted AASB 16 *Leases* using the modified retrospective (cumulative catch-up) method from 1 July 2019 and therefore the comparative information for the year ended 30 June 2019 has not been restated and has been prepared in accordance with AASB 117 *Leases* and associated Accounting Interpretations.

The impact of adopting AASB 16 is described below:

Under AASB 117, the Group assessed whether leases were operating or finance leases based on its assessment of whether the significant risks and rewards of ownership had been transferred to the Group or remained with the lessor. Under AASB 16, there is no differentiation between finance and operating leases for the lessee and therefore all leases which meet the definition of a lease are recognised on the consolidated statement of financial position (except for short-term leases and leases of low value assets).

The Group has elected to use the exception to lease accounting for short-term leases and leases of low value assets, and the lease expense relating to these leases are recognised in the consolidated statement of profit or loss on a straight line basis.

Practical expedients used on transition

AASB 16 includes a number of practical expedients which can be used on transition, the Group has used the following expedients:

- contracts which had previously been assessed as not containing leases under AASB 117 were not re-assessed on transition to AASB 16;
- lease liabilities have been discounted using the Group's incremental borrowing rate at 1 July 2019;
- right-of-use assets at 1 July 2019 have been measured at an amount equal to the lease liability adjusted by the amount of any prepaid or accrued lease payments;
- a single discount rate was applied to all leases with similar characteristics;
- the right-of-use asset was adjusted by the existing onerous lease provision (where relevant) at 30 June 2019 rather than perform impairment testing of the right-of-use asset;
- excluded leases with an expiry date prior to 30 June 2020 from the consolidated statement of financial position and lease expenses for these leases have been recorded on a straight-line basis over the remaining term;
- used hindsight when determining the lease term if the contract contains options to extend or terminate the lease;
- for leases which were classified as finance leases under AASB 117, the carrying amount of the right-of-use asset and the lease liability at 1 July 2019 are the same value as the leased asset and liability on 30 June 2019.

Notes to the Financial Statements

For the Year Ended 30 June 2020

2 Change in Accounting Policy

Financial statement impact of adoption of AASB 16

The Group has recognised right-of-use assets of \$747,117 and lease liabilities of \$747,117 at 1 July 2019, for leases previously classified as operating leases.

3 Summary of Significant Accounting Policies

(a) Basis for consolidation

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

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

Appropriate adjustments have been made to a controlled entity's financial position, performance and cash flows where the accounting policies used by that entity were different from those adopted by the consolidated entity. All controlled entities have a June financial year end.

A list of controlled entities is contained in Note 19 to the financial statements.

Subsidiaries

Subsidiaries are all entities (including structured entities) over which the parent has control. Control is established when the parent 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 to direct the relevant activities of the entity.

(b) Revenue and other income

For comparative year

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Group and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

For current year

Revenue from contracts

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to clients at an amount that reflects the consideration the Group expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract
2. Identify the performance obligations
3. Determine the transaction price
4. Allocate the transaction price to the performance obligations
5. Recognise revenue as and when control of the performance obligations is transferred

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Summary of Significant Accounting Policies

(b) Revenue and other income

Revenue from contracts

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.

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

Revenue from healthcare

Where the services provided are substantially the same, for example healthcare services, which are transferred with the same pattern of consumption over time and whose consideration consists of a recurring fixed amount over the term of the contract (e.g. monthly or annual payment), in such a way that the client receives and consumes the benefits of the services as the Group provides them, the revenue recognition model is based on the time elapsed output method.

Under this method, revenue is recognised on a straight line basis over the term of the contract and costs are recognised on an accrual basis.

Some fees for healthcare services are received from the Government in relation to specific programs or clients and other fees are received from the client directly. Regardless of the sources, the revenue recognition pattern is identical.

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.

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.

Grant income

Amounts arising from grants in the scope of AASB 1058 are recognised at the assets fair value when the asset is received. The Group considers whether there are any related liability or equity items associated with the asset which are recognised in accordance with the relevant accounting standard.

Once the assets and liabilities have been recognised then income is recognised for any remaining asset value at the time that the asset is received.

Capital grants

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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Summary of Significant Accounting Policies

(b) Revenue and other income

For acquisitions of assets, the revenue is recognised when the asset is acquired and controlled by the Group.

Donations

Donations collected, including cash and goods for resale, are recognised as revenue when the Group gains control of the asset.

Other income

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

(c) Income Tax

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

(d) 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 payable 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.

(e) Property, plant and equipment

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

Items of property, plant and equipment acquired for nil or nominal consideration have been recorded at the acquisition date fair value.

Land and buildings

Land and buildings are measured using the cost model.

Plant and equipment

Plant and equipment are measured using the cost model.

Depreciation

Property, plant and equipment, excluding freehold land, as a majority, is depreciated on a reducing balance basis over the assets useful life to the Group, commencing when the asset is ready for use.

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Summary of Significant Accounting Policies

(e) Property, plant and equipment

Depreciation

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Freehold Land	2.5-20%
Buildings	2.2-20%
Plant and Equipment	5-50%
Furniture, Fixtures and Fittings	20-25%
Motor Vehicles	20-25%
Computer Equipment	20-50%
Leasehold improvements	4 - 20 years

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

(f) Financial instruments

Financial instruments are recognised initially on the date that the Group becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Group classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL

Financial assets are not reclassified subsequent to their initial recognition unless the Group changes its business model for managing financial assets.

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Summary of Significant Accounting Policies

(f) Financial instruments

Financial assets

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Group's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the consolidated statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest or dividend income are recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

Trade receivables

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Group has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Group renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Summary of Significant Accounting Policies

(f) Financial instruments

Financial liabilities

The Group measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Group comprise trade payables, bank and other loans and lease liabilities.

(g) Impairment of non-financial assets

At the end of each reporting period, the Group assesses whether there is any indication that an asset may be impaired. The assessment will include considering external sources of information and internal sources of information including dividends received from subsidiaries, associates or joint ventures deemed to be out of pre-acquisition profits. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount. Any impairment loss of a revalued asset is treated as a revaluation decrease.

Where it is not possible to estimate the recoverable amount of an individual asset, the Group estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for intangible assets with indefinite lives.

(h) Cash and cash equivalents

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

(i) Leases

For comparative year

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

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

For current year

Under AASB 16, there is no differentiation between finance and operating leases for the lessee and therefore all leases which meet the definition of a lease are recognised on the consolidated statement of financial position (except for short-term leases and leases of low value assets).

The Group has elected to use the exception to lease accounting for short-term leases and leases of low value assets, and the lease expense relating to these leases are recognised in the consolidated statement of profit or loss on a straight line basis.

Notes to the Financial Statements

For the Year Ended 30 June 2020

3 Summary of Significant Accounting Policies

(j) Employee benefits

Provision is made for the Group's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be 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.

(k) Adoption of new and revised accounting standards

The Group has adopted all standards which became effective for the first time at 30 June 2020, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Group or refer to Note 2 for details of the changes due to standards adopted.

4 Critical Accounting Estimates and Judgments

The Directors make estimates and judgements during the preparation of these consolidated financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - 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.

Key estimates - 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.

Key estimates - 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.

Notes to the Financial Statements

For the Year Ended 30 June 2020

4 Critical Accounting Estimates and Judgments

Key estimates - useful lives

The estimation of the useful lives of assets has been based on historical experience as well as manufacturers' warranties (for plant and equipment), lease terms (for leased equipment), and turnover policies (for motor vehicles). In addition, the condition of assets is assessed at least once per year and considered against the remaining useful life. Adjustments to useful lives are made when considered necessary.

5 Revenue and Other Income

	2020	2019
	\$	\$
Revenue		
- NDIS revenue	10,449,745	7,088,248
- Grant revenue	6,398,617	5,707,174
- Rental revenue	141,246	79,395
- Course fees	107,606	76,001
- Medicare and Private health revenue	39,460	163,814
- Other revenue	570,923	219,233
	<u>17,707,595</u>	<u>13,333,866</u>
Other Income		
- Transfers from unexpended grants	-	40,668
Total Revenue and Other Income	<u>17,707,595</u>	<u>13,374,534</u>

6 Other Expenses

The result for the year includes the following specific expenses:

	2020	2019
	\$	\$
Office expenses	162,324	89,068
Premises related expenses	343,251	571,146
IT expenses	627,044	454,909
Advertising and marketing expenses	97,584	191,429
Compliance expenses	175,590	77,671
Insurance	82,176	63,839
Staffing related expenses	105,100	144,841
Professional expenses	117,099	107,784
Motor vehicle expenses	597,648	503,711
Community services expenses	327,455	222,264
Transfers to unexpended grants	137,739	311,866
Training and development	33,698	97,070
Subcontractor expenses	311,450	188,078
Sundry expenses	223,324	206,815
	<u>3,341,481</u>	<u>3,230,492</u>

Notes to the Financial Statements

For the Year Ended 30 June 2020

7 Finance Income

	2020	2019
	\$	\$
Interest income	38,785	88,626
	<u>38,785</u>	<u>88,626</u>

8 Cash and Cash Equivalents

	2020	2019
	\$	\$
Cash on hand	1,175	1,424
Bank balances	3,228,063	2,404,115
Short-term deposits	2,098,656	2,061,199
	<u>5,327,894</u>	<u>4,466,738</u>

9 Trade and other receivables

	2020	2019
	\$	\$
CURRENT		
Trade receivables	611,026	643,143
Provision for impairment	(16,935)	-
	<u>594,091</u>	<u>643,143</u>
Total current trade and other receivables	<u>594,091</u>	<u>643,143</u>

The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short-term nature of the balances.

The maximum exposure to credit risk at the reporting date is the fair value of each class of receivable in the financial statements.

10 Other Assets

	2020	2019
	\$	\$
CURRENT		
Prepayments	95,242	56,189
Accrued income	443,832	430,773
Formation costs	375	375
	<u>539,449</u>	<u>487,337</u>

Notes to the Financial Statements

For the Year Ended 30 June 2020

11 Property, plant and equipment

	2020	2019
	\$	\$
LAND AND BUILDINGS		
Freehold land		
At cost	668,797	668,797
Total Land	<u>668,797</u>	<u>668,797</u>
Buildings		
At cost	3,962,665	3,962,665
Accumulated depreciation	(718,578)	(579,365)
Total buildings	<u>3,244,087</u>	<u>3,383,300</u>
Total land and buildings	<u>3,912,884</u>	<u>4,052,097</u>
PLANT AND EQUIPMENT		
Furniture, fixtures and fittings		
At cost	332,623	309,340
Accumulated depreciation	(222,240)	(204,405)
Total furniture, fixtures and fittings	<u>110,383</u>	<u>104,935</u>
Motor vehicles		
At cost	670,239	520,869
Accumulated depreciation	(442,766)	(411,171)
Total motor vehicles	<u>227,473</u>	<u>109,698</u>
Computer equipment		
At cost	1,110,638	807,287
Accumulated depreciation	(615,058)	(396,851)
Total computer equipment	<u>495,580</u>	<u>410,436</u>
Leasehold Improvements		
At cost	277,867	274,315
Accumulated amortisation	(159,982)	(145,821)
Total leasehold improvements	<u>117,885</u>	<u>128,494</u>
Freehold improvements		
At cost	174,863	152,992
Accumulated depreciation	(64,668)	(61,784)
Total Freehold improvements	<u>110,195</u>	<u>91,208</u>
Total plant and equipment	<u>1,061,516</u>	<u>844,771</u>
Total property, plant and equipment	<u>4,974,400</u>	<u>4,896,868</u>

Notes to the Financial Statements

For the Year Ended 30 June 2020

11 Property, plant and equipment

(a) Movements in Carrying Amounts

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

	Land	Buildings	Furniture, Fixtures and Fittings	Motor Vehicles	Computer Equipment	Leasehold Improvements	Freehold improvements	Total
	\$	\$	\$	\$	\$	\$	\$	\$
Year ended 30 June 2020								
Balance at the beginning of the year	668,797	3,383,300	104,935	109,698	410,436	128,494	91,208	4,896,868
Additions	-	-	24,526	149,370	303,345	3,451	21,871	502,563
Disposals	-	-	(1,104)	-	-	-	-	(1,104)
Depreciation	-	(139,213)	(17,974)	(31,595)	(218,201)	(14,060)	(2,884)	(423,927)
Balance at the end of the year	668,797	3,244,087	110,383	227,473	495,580	117,885	110,195	4,974,400

Notes to the Financial Statements

For the Year Ended 30 June 2020

12 Leases

Right-of-use assets

	Buildings	Total
	\$	\$
Year ended 30 June 2020		
Balance at beginning of year	-	-
Recognition of asset	747,117	747,117
Depreciation charge	(65,889)	(65,889)
Balance at end of year	681,228	681,228

13 Trade and Other Payables

	2020	2019
	\$	\$
CURRENT		
Trade payables	153,310	170,274
Revenue in advance	96,816	-
Deposits	2,000	3,000
GST payable	35,671	65,867
Accrued expenses	109,405	482,519
PAYG payable	277,152	234,284
Rental Bonds	100	12,496
Superannuation payable	146,123	74,408
Credit cards	22,435	13,422
	843,012	1,056,270

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.

14 Other Liabilities

	2020	2019
	\$	\$
CURRENT		
Government grants	465,689	1,674,574
Amounts received in advance	747,271	429,819
Unexpended donations and funds	139,758	151,412
	1,352,718	2,255,805

Notes to the Financial Statements For the Year Ended 30 June 2020

15 Employee Benefits

	2020	2019
	\$	\$
CURRENT		
Long service leave	75,502	68,475
Provision for annual leave	384,711	247,908
Provision for wages	371,398	-
Provision for rostered day off	16,932	8,850
	<u>848,543</u>	<u>325,233</u>
NON-CURRENT		
Long service leave	106,605	124,744
	<u>106,605</u>	<u>124,744</u>

16 Leasing Commitments

(a) Operating leases

	2020	2019
	\$	\$
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	-	238,187
- between one year and five years	-	177,672
	<u>-</u>	<u>415,859</u>

Operating leases in place for the 2019 financial year have now been recognised on the balance sheet in accordance with AASB16 Leases.

17 Key Management Personnel Remuneration

The total remuneration paid to key management personnel of the Group and the Group is \$571,402 (2019: \$365,786).

18 Contingencies

In the opinion of the Directors, the Group did not have any contingencies at 30 June 2020 (30 June 2019: None).

19 Interests in Subsidiaries

	Principal place of business / Country of Incorporation	Percentage Owned (%)* 2020	Percentage Owned (%)* 2019
Subsidiaries:			
Jobtrain Pty Ltd	Australia	100	100

*The percentage of ownership interest held is equivalent to the percentage voting rights for all subsidiaries.

Notes to the Financial Statements

For the Year Ended 30 June 2020

20 Related Parties

(a) The Group's main related parties are as follows:

The ultimate parent entity, which exercises control over the Group, is selectability Ltd which is incorporated in Australia and owns 100% of Jobtrain Pty Ltd.

Key management personnel - refer to Note 17.

Other related parties include close family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel or their close family members.

(b) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated. There were no significant transactions with related parties during the year.

21 Events after the end of the Reporting Period

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

22 Statutory Information

The registered office and principal place of business of the company is:

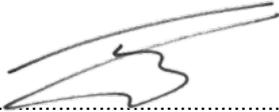
selectability Ltd
66-68 Charles Street
Aitkenvale QLD 4814

Responsible Persons' Declaration

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the consolidated financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person  Thomas Patrick Ryan

Dated 29th day of September 2020



JESSUPS

TOWNSVILLE

1/211 Sturt Street Townsville QLD 4810
PO Box 1269 Townsville QLD 4810
T: +61 7 4755 3330

CAIRNS

14-16 McLeod Street Cairns QLD 4870
PO Box 7817 Cairns QLD 4870
T: +61 7 40377 050

www.jessupsnq.com.au
info@jessupsnq.com.au

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF SELECTABILITY LTD AND CONTROLLED ENTITY
FOR THE YEAR ENDED 30 JUNE 2020

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of selectability Ltd and controlled entity (the Group), which comprises the consolidated statement of financial position as at 30 June 2020, the 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, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

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

- giving a true and fair view of the Group's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards – Reduced Disclosure Requirements and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

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

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

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

The directors are responsible for the other information. The other information comprises the information included in the Directors' report for the year ended 30 June 2020, but it does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Limited liability by a scheme approved under professional standards legislation.
Trademark of Chartered Accountants Australia and New Zealand and used with permission

A.B.N.: 99 194 967 950



JESSUPS

Responsibilities of the Directors for the Financial Report

The directors of the Group are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

Auditor’s Responsibilities for the Audit of the Financial Report

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

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

Jessups

Paul Sapelli

Partner

Level 1, 211 Sturt Street, Townsville, QLD 4810

Dated: 29 September 2020



Townsville

Head office

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

Inspire Clubhouse

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

Mental Health Hub / selectability House

59a Cambridge St, Vincent
07 478 12600
mhhubtsv@selectability.com.au

Mackay

Mental Wellbeing Practice

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

Horizon Clubhouse

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

Mental Health Hub

11 Wood Street
07 4951 2973
mhhubmky@selectability.com.au

Cairns

Mental Wellbeing Practice

8/104 Grafton Street
07 4044 8900
cairns@selectability.com.au

Mount Isa

Regional office

9 West Street
07 4743 5161
mtisa@selectability.com.au

Charters Towers

Regional office

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

Palm Island

Regional office

49a Beach Road
07 4044 8970
palmisland@selectability.com.au

selectability

www.selectability.com.au

