



select**ability**
mental wellbeing and suicide prevention

annual **report** **2021-22**

selectability

mental wellbeing and suicide prevention

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selectability Annual Report for 2021-22

selectability presents the 2021-22 Annual Report which provides a comprehensive account of its performance and achievements for the past year.

Acknowledgement

selectability acknowledges the Traditional Owners of the land on which we provide services and pay our respects to Elders past, present and emerging.

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

Contact us

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mhhubtsv@selectability.com.au

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selectability House

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mhhubtsv@selectability.com.au

BikeShed

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Charters Towers

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

Bowen

18 Herbert Street | 0459 936 573
bowen@selectability.com.au

Mackay

Wellbeing Practice

The Dome 134 Victoria Street | 07 4864 3000
mackay@selectability.com.au

Horizon Clubhouse

1 Wood Street | 07 4864 3080
horizon@selectability.com.au

Mental Health Hub and BikeShed

11 Wood Street | 07 4864 3050
mhhubmky@selectability.com.au

Mount Isa

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

Longreach

106 Galah Street | 0459 900 770
centralwest@selectability.com.au

Rockhampton

Mental Health Hub

233 Musgrave Street | 07 4999 2100
rockhampton@selectability.com.au

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Who we are

selectability exists to improve the mental wellbeing of regional Queenslanders and contribute to suicide prevention.

We are proud to be one of regional Queensland's largest and leading providers of mental health and wellbeing services.

Operating across a wide footprint, we support individuals and communities in northern, central and western Queensland.

As an NDIS service provider, our team has helped hundreds of people access and implement NDIS plans of their choice. More recently we have partnered with the state government to deliver child safety services.

We offer clinical and general psychology services for improved mental wellbeing and we own and operate a registered training organisation (RTO) specialising in community service qualifications.

selectability was formed following the merger of SOLAS and MIFNQ in 2017.

We've been providing mental wellbeing services to regional Queenslanders for over 40 years.

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 vision

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



Chair report

The last financial year has been one of growth and maturity for selectability, and it marks five years since SOLAS and MIFNQ merged.

I joined SOLAS in 2000, chaired the board until the merger in 2017 and have remained in that role until now.

In my 22-year association with the organisation we have faced many differing challenges, but responding to consumer demand and staying ahead of the curve has remained constant; selectability has held firm to its commitment to improving the mental wellbeing of regional Queenslanders.

I have every confidence that recipe remains and our success and growth will continue.

The merger with MIFNQ and SOLAS' early and assertive response to the NDIS (thereafter actively pursued by selectability) allowed for expanded service both in scope and geography.

selectability undertook a concentrated focus on meeting the mental wellbeing and suicide prevention needs of regional Queensland and review of this report will attest to our continuing success in that endeavour.

In 2015, in preparation for the transition to the NDIS, SOLAS acquired Jobtrain and expanded our scope to operating a registered training organisation.

The objective was to support the learning and development of our own workforce as well as others in the community. This turned out to be an award-winning service. The successes we have experienced over my tenure



are attributable to strong governance, exceptional managers (in particular CEOs), dedicated and skilled staff and of course support by consumers, carers, funders and the community at large.

The board has recently unanimously adopted a modernised constitution, limiting the tenure of directors to nine years.

My term on the board will thus finish - although I will remain with the company as a governance advisor to assist the board and the incoming chair.

I thank my fellow directors for their support, collaboration and strategic insight. We saw several changes to our board, thank you to resigning directors Sandra Hubert and Professor Robert Stable, for their valued contributions, Marianne Bonassi's term as director has also exceeded nine years.

I take this opportunity to welcome Sonia Bennetto, Danielle Hornsby and Neil Willmetts who joined the board during the last financial year.

Yours sincerely,

Tom Ryan

selectability Chairman

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

"This is one of the most exciting and rewarding roles of my career and I feel privileged to be making a difference in the lives of regional Queenslanders with severe and permanent mental illness."

Debra Burden

selectability Chief Executive Officer

BBus FIML FAICD



CEO report

Note: figures current as of date of writing, September 2022.

It has been an exciting year for selectability. Our organisational performance has surpassed expectations in many areas, presenting new opportunities to improve mental wellbeing and contribute to suicide prevention across regional Queensland.

Just five years on from the merger with MIFNQ and the name change, selectability has grown to become a strong and innovative industry leader.

This is one of the most exciting and rewarding roles of my career and I feel privileged to be making a difference in the lives of regional Queenslanders with severe and permanent mental illness.

Since the introduction of the NDIS, a large number of regional Queensland support organisations struggled with their financial viability - for some this has resulted in liquidation or merger.

selectability prides itself on our commercial acumen and financial strength as we know that over 3,000 people rely on us to support their mental wellbeing needs. In addition, we

have over 600 employees depending on our financial viability to support their livelihoods.

We take great pride that even after significant investment to support our planned and carefully managed expansion, selectability's surplus increased from \$168k last year to \$1m this year whilst total revenue increased by 57 per cent from \$21m to \$33m.

We have remained true to our commitment to providing access to vital services in local communities and strengthened this through capital investment to demonstrate our long-term vision.

The result of our most recent accreditation audit is evidence of the level of organisational maturity we have achieved - no non-compliances were noted. This is a fantastic result and is acknowledgement of the dedication and hard work of every selectability employee.

The COVID-19 pandemic again threatened to challenge operations but

our comprehensive business continuity framework ensured that, as an essential service, disruptions to consumer services were minimised.

Regional expansion

We continue to implement our proven 'regional expansion framework' each time we establish our presence in a new community.

Our robust approach ensures that we gain maximum engagement and buy-in from local communities and we deliver programs that are aligned to specific needs.

In the last 12 months we have opened new Mental Health Hubs in Cairns, Mount Isa, Bowen, Longreach and Townsville. In addition we opened Respect Clubhouse at selectability Corner in Townsville and Harmony Clubhouse in Ingham.

selectability's expansion into Sarina and Moranbah is underway.

> Capital projects

In late 2021, selectability was awarded \$3.1m from the Queensland Government and the Queensland Resources Council to establish a purpose-built mental wellbeing facility in Rockhampton.

This will be developed on land selectability purchased and strengthens our commitment to the region.

The project is due for completion in October 2023.

The redevelopment of the Burdekin's Caledonian Hall, thanks to an \$808k Queensland Government grant, is almost complete and we expect the new community Mental Health Hub to be operational in late 2022.

> Affordable accommodation

At selectability we believe that everyone deserves a home that is affordable, sustainable, safe and secure. Sadly, this is not the case for many of the regional Queenslanders we support every day and we know first-hand that homelessness is often a result of mental illness and a cause of it.

In response to the growing accommodation crisis we continue to expand our range of housing options – we now have 30 quality homes and two caravans across our footprint.

> Fleet vehicles

We aim to ensure that our services are as flexible and accessible as possible. We know that a major barrier to engaging in services is transport. To overcome this we operate our own fleet of 54 vehicles, including buses and large SUVs.

Service innovation

We continue to explore innovative ways to support the communities of regional Queensland. Our strong networks and solid reputation mean that we are regularly approached by government agencies and private providers to develop and implement programs tailored to the needs of the communities we serve.

> Crisis support space

selectability is delighted to partner with the Townsville Hospital and Health Service at their Townsville University Hospital to deliver a pilot project *Wadda Mooli/The Welcome Space* to redirect people in crisis away from the emergency department to a safe, welcoming, peer-supported environment.

> Well Man

Our Well Man app and website, along with the recently launched Men's Life Promotion Survival Handbook are encouraging men across regional Queensland to make positive behaviour changes that will result in longer, healthier and happier lives.

> The BikeShed

The successful Townsville BikeShed model has provided the basis for our overall framework that will be rolled out across our footprint. We are excited to be bringing this concept to Mount Isa, Cairns and Rockhampton over the coming months.

> Team Jefferson

For the last two years selectability has been working in partnership with BikeShed ambassador Allan Jefferson and Team Jefferson to build awareness around mental health and our BikeShed program.

In 2022 Allan competed in the RAAM Solo Race across America, finishing the 4828km race in 10 days and 15 minutes - making him the fastest rider!

> Collaborative clinical programs

We are continuing to build on our offering of collaboratively developed and delivered clinical programs. As part of this, we have been providing facilitator training to employees across our footprint.

Courses include:

> **Wise Choices** for those with a borderline personality diagnosis *(developed by Queensland Health)*.

> **Youth, Education and Support (YES)** resilience, coping and stigma reduction *(in partnership with representatives from Monash University)*.

> **Social and Emotional Wellbeing** mental health literacy *(selectability-developed)*.

> **Victims of Crime** mental wellbeing for those impacted by property crime *(selectability-developed)*.

Our workforce

selectability's workforce is made up of passionate and highly-skilled individuals from a range of backgrounds and walks of life.

Our employee numbers have increased from 346 to 603 over the last financial year and we have a goal to increase to 1000 by 30 June 2023.

To support this selectability introduced a number of referral incentive programs, however the workforce shortage issue is far-reaching and requires a comprehensive and coordinated response.

We have been active in raising our concerns with key government and industry stakeholders and welcome collaboration to ensure that barriers to employment in the disability sector are addressed.

> Practice supervision framework

selectability is leading the way with the development of structured practice supervision around the delivery of community-based psychosocial supports. This is part of our commitment to the safety of our employees and consumers.

> Employee engagement

Each year our workforce has the opportunity to provide formal feedback through our comprehensive, third-party, employee survey. A key benchmark for engagement is the response to 'is selectability a truly great place to work' - this year 79 per cent of employees said yes.

Clinical services

selectability has seen growing demand for clinical services with more than 1000 people seeking our support over the past year.

We are increasing and strengthening referral pathways and working with key government agencies to deliver programs aimed at a variety of cohorts via a range of channels, including face-to-face, over the phone and via video.

We have experienced such rapid growth across clinical services that we have appointed a dedicated general manager to oversee the function.

Ingrid Westthorp who previously held the dual role of GM Cairns and Clinical Services now focuses solely on supporting this function.

Our reconciliation action plan

selectability's first RAP sets out the practical actions that we will take to build strong relationships and foster ongoing respect between cultures.

Committing to this RAP provides selectability with the opportunity to spend time developing and strengthening relationships, consolidating our vision and prioritising specific actions and initiatives.



Winners 2021

selectability was announced winner of the large not-for-profit award category in the 2021 Queensland Mental Health Week Awards.

The awards recognise and celebrate the achievements of individuals, groups and organisations working tirelessly to reduce stigma and support and empower those living with mental illness.

Thank you

Our thanks and gratitude goes to the federal and state government for the continued funding that allows us to improve the mental wellbeing of thousands of regional Queenslanders and contribute to suicide prevention.

Our achievements over the last 12 months would not have been possible without the oversight from our skilled and highly qualified board of directors.

A special acknowledgement goes to Tom Ryan our outgoing board chair for his support and strategic direction over the five years that I have held the position of CEO. Tom's passion and unwavering commitment to regional Queenslanders with severe and permanent mental illness has provided the foundation for our achievements to date.

I mentioned at the start of this report that the role of CEO of selectability is one of the most exciting and rewarding roles of my career. A key reason for this is our wonderful executive team without whom selectability would not be in the position it is today - making a real difference in the lives of regional Queenslanders with severe and permanent mental illness.

Thank you,
Debra Burden
BBus FIML FAICD

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. 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



Dr Tulha Aga

*FRANZCP, RCPsych,
MBBS*



Sonia Bennetto

*GAICD, BBus
(Marketing), GradDipEd
(Middle Years)*

Appointed 26.10.2021



Marianne Bonassi

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



Danielle Hornsby

*B.Speech Therapy,
MBA (Marketing and
Info Systems), AICD*

Appointed 17.01.2022



Sandra Hubert

*AFAIM, BCom, Assoc
Dip Bus; CertIV Dis,
Cert IV WH&S*

Retired 31.11.2021



Robert James

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



Professor. Robert Stable AM

*MBBS, DUniv (QUT),
MHP, FRACGP, FACID,
FCHSM (Hon)*

Resigned 25.01.2022



Dr Clive Skarott AM

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



Matthew Watts

*NVQ (Estate Agency),
C&G Television and
Video Production*



Neil Willmetts

*BApp. Health Science
Appointed 29.03.2022*

Our executive team

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



Chief Executive Officer

Debra Burden

BBus FIML FAICD

Debra commenced as CEO of selectability in February 2017 and has previously held CEO and executive management positions with Queensland Country Credit Union and Health Fund, 1300Smiles and Canegrowers Burdekin. Her business management expertise has been recognised with the QLD Business Review Women in Business Award and the Queensland Telstra Business Women's Award. Debra has held board positions in numerous companies and is currently a Director of Townsville Hospital and Health Service.

Executive team



Aaron Farrell

*Chief Operating Officer
and General Manager
Rockhampton*



Emma Hennell

*Chief Financial Officer
B.Com FCCA GAICD
JP (Qual) CertDA*



Ingrid Westthorp

*General Manager
Clinical Services
BA (Nursing) MACN AIAM
(mediator) MAICD*



Gwion Cain

*General Manager Cairns
Joined 29.08.2022*



Sally Bawden

General Manager Townsville



Ryan Wiggins

*General Manager Regions
BA (Human Services)
DiplIndigSt, MBA*



Colin McPherson

*General Manager Mackay
BSW, MBA (HR)*

Our employees

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

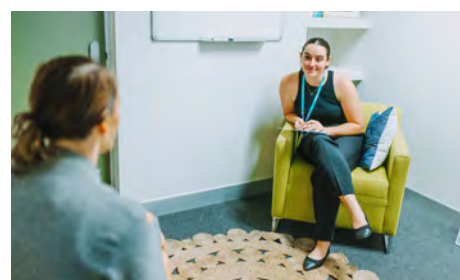
Our employee numbers have increased to 603 (2022), up 74 per cent for the year.

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

We have a qualified and highly skilled team including:

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

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



What we do | NDIS

selectability is one of regional Queensland's leading providers of mental wellbeing and suicide prevention services.

Individual supports

In the home

Our lifestyle support workers work with consumers to develop life skills to live more independently and make positive choices. We support consumers to carry out personal activities and complete household tasks. This can include support to: **cook/prepare meals; organise and clean their home.**

Individual supports

In the community

Lifestyle support workers work with consumers to improve their confidence accessing the community and engaging in activities that will help them achieve their goals. We can provide transport to and from activities and support consumers while there. This can include: **exercise, shopping and appointments.**



Supported independent living (SIL)

SIL is designed for people who have higher support needs and require some level of assistance in the home 24 hours seven days a week. It includes help with daily tasks like **personal care, cooking**



and cleaning to help consumers live independently. Settings can include living in a group home with other NDIS consumers or on their own.

Support coordination

selectability support coordinators take consumers through our unique program to help them:

- > better understand the NDIS
- > identify services that will achieve their goals
- > bring NDIS plans to life and get the best value from it; and
- > prepare for plan reviews.



Recovery coaching

Recovery coaches work with consumers to:

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





What we do | Clinical services

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

Our clinical services team is made up of over 40 Australian Health Practitioner Regulation Agency (AHPRA) registered mental health professionals, including:



psychologists



counsellors



psychotherapists



mental health
social workers



mental health
nurses

Psychology, counselling and therapeutic services

Our clinical services team specialise in treatment for:

- > suicide prevention
- > self-harm
- > depression
- > eating disorders
- > anxiety
- > stress
- > post traumatic stress disorder (PTSD)
- > social and emotional wellbeing
- > child and youth mental health
- > women's mental health
- > postnatal depression

...or simply to better cope with everyday life.



Referrals available through:

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



INGRID WESTTHORP
General Manager
Clinical Services

"Currently we have 41 AHPRA registered clinicians - and counting - that form our clinical services team all of various areas of focus."

What we do | Programs

As a recognised leader in mental wellbeing and suicide prevention, selectability partners with state and federal government to deliver mental wellbeing and carer programs.

Mental health hubs

Our hubs offer structured group programs that focus on mental health education, resilience building and connection. *Supported by funding from Western (WQPHN) & Northern (NQPHN) Queensland Primary Health Networks.*



Clubhouses

Our mental wellbeing Clubhouses are open to adults with a lived experience of mental illness. At our Clubhouses members and staff work together to manage the day-to-day operations. *Funded by the state government & NDIS memberships.*



BikeSheds

Innovative facilities designed to help regional Queenslanders reduce loneliness and get more active. BikeSheds provide inclusive spaces for locals to connect and join group rides. *Funded by the state government & NQPHN.*



selectwellbeing

Our unique selectability designed program based on a stepped care model. Provides those impacted by mental illness and case managed by THHS or NWHHS with up to 12 months support. *Funded by Queensland Health.*



Crisis support

We partner with the Townsville Hospital and Health Service to deliver the pilot project *Wadda Mooli/The Welcome Space* to redirect people in crisis away from the Townsville University Hospital emergency department to a safe peer-supported space. *Funded by Queensland Health.*



Carer services

As a consortium partner of the federal government's Carer Gateway program, selectability is committed to supporting carers across regional Queensland. *Funded by the federal government.*



What we support | Suicide prevention

Suicide is a complex issue and educating the community on how to help is a key strategy in its prevention.

Townsville Suicide Prevention Network (TSPN)

TSPN plays a key role in coordination, collaboration and resource exchange within the Townsville area to build the community's capacity as a foundation for the development of effective suicide prevention initiatives. *selectability supports the development of the Community Action Plan.*

Whitsunday, Isaac and Mackay Suicide Prevention Community Action Plan (SPCAP)

The SPCAP includes the identified needs of people with a lived experience. It also gives defined strategies and outcomes that will make a difference for individuals and families across the region who may be struggling. *selectability supports the development of the Community Action Plan.*

Real Mates Talk

The Real Mates Talk men's campaign intends to prevent suicide attempts and deaths of men in the Whitsunday, Isaac and Mackay community and support them to connect with others and live well.

The Way Back Support Service

selectability is pleased to partner with Beyond Blue and the WQPHN to deliver The Way Back Support Service across the Mount Isa region. The service, developed by Beyond Blue, supports people during the critical three-month period following a suicide attempt or suicidal crisis.



Well Man life promotion

selectability's Well Man coordinator Grant Westtorp developed the revised "self-help" guide, Well Man Life Promotion Survival Handbook.

The aim of the 32-page handbook is to contribute to the health and wellbeing of men across regional Queensland, by providing learnings and a pathway back to a vibrant life. It provides practical information about preventative mental, physical and social wellbeing.

The handbook was developed after 1250 presentations and workshops, 8000 wellness checks and 350 positive mentoring sessions.





selectability Training

selectability Training sets our students up for a successful career in the community services sector.

selectability Training focuses on supporting our students to **graduate with the tools and knowledge** they need to work in one of Australia's fastest growing sectors.

What we offer students **Highly experienced trainers**

Our trainers have years of experience underpinned by knowledge that only comes from working in the industry.

Flexible online learning

We offer a flexible and tailored approach to suit individual needs so students can study at their own pace. All of our classes are available online via our easy-to-use Learning Management System.

Ongoing support/access to trainers

Regular access to our trainers and weekly Zoom master classes. After graduation we provide students with three months' access to our industry experts for support and advice to help put theory into practice.

More generally, selectability Training is central to achieving our commitment to building NDIS capability and capacity 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.



New trainers ready to deliver Mental Health First Aid course

Eight selectability employees are now delivering vital training across regional Queensland after completing the Mental Health First Aid (MHFA) train-the-trainer program.

"With around 1 in 5 Australian adults experiencing symptoms of mental illness each year it is so crucial that people understand how to talk about mental health in a supportive way," said selectability Chief Operating Officer Aaron Farrell.

Our year in review



OUR EMPLOYEES

603
Staff
employed



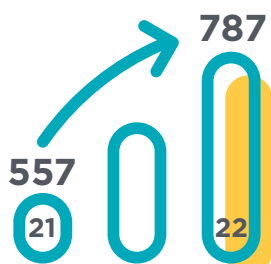
increased by
74%

NDIS CONSUMERS



787

NDIS
service
delivery
consumers

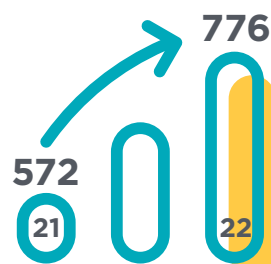


increased by
34%



776

NDIS support
coordination
/recovery
coaching
consumers



increased by
30%

NON-NDIS CONSUMERS



848

Service
delivery



Consumers increased by
29%

**Non-NDIS consumers are defined as consumers using Clubhouse; BikeShed; Mental Health Hubs; select wellbeing and other contract funded services.*



2020-21

263,416

hours of support
delivered in the
community.

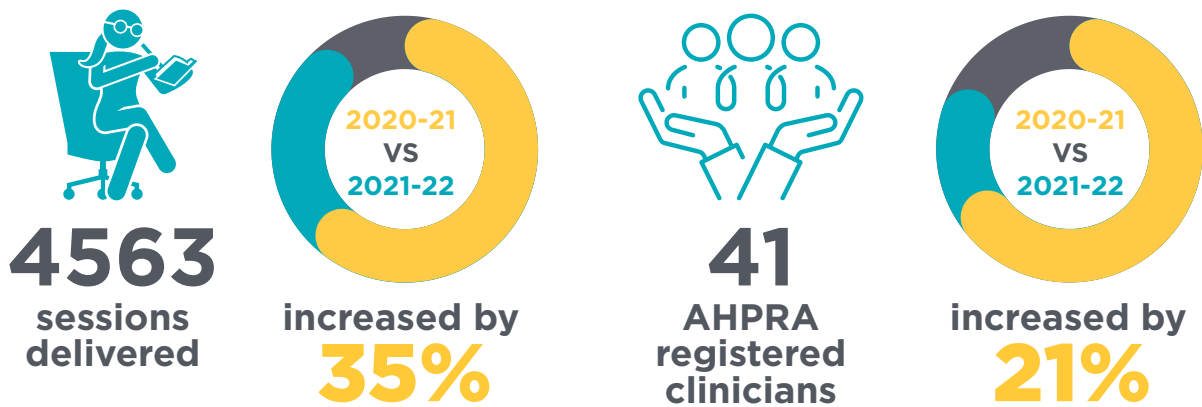


2021-22

382,865

hours of support
delivered in the
community.

OUR CLINICIANS



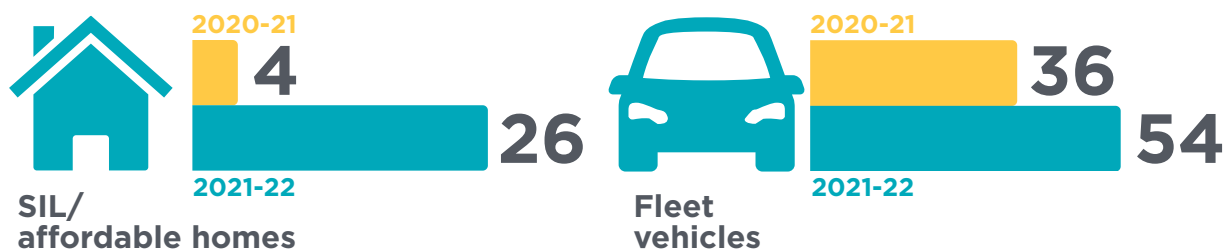
Today...



12 regions

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

OUR FACILITIES



Where we are going

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

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

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



Across our footprint



Townsville

Our snapshot 2022



550
consumers



173,093
hours



254
employees

Our Townsville consumer numbers have increased by 17 per cent over the last financial year and our hours delivered in the community increased 15 per cent.

Leveraging our reputation

selectability's reputation as regional Queensland's leading provider of mental wellbeing and suicide prevention services has meant that organisations are approaching us to deliver, support and develop new and innovative programs.

These include the Victims of Crime support program developed by selectability in consultation with Queensland Police Service.

We worked with Queensland Health to deliver the evidenced-based Wise Choices program designed to support people with borderline personality disorder.

As part of a collaboration with Townsville Hospital and Health Service, selectability is supporting *Wadda Mooli /The Welcome Space*, an alternative for those presenting to the Townsville University Hospital emergency department in crisis.

Maturing delivery model

A standout success for the year has



Sally Bawden
General Manager Townsville



been the development and maturity of the BikeShed service delivery model. Visits have increased exponentially and the positive impacts the program is having on people's lives are becoming obvious.

Our new Mental Health Hub, selectability Corner was officially opened on 28 June by Queensland Mental Health Commissioner Ivan Frkovic and The Hon. Scott Stewart with more than 160 people in attendance.

selectability Corner also includes the new Respect Clubhouse.

Engaging our community

We continue to actively engage with the Townsville community, hosting, participating in and delivering a range of events to reduce stigma around mental illness and encourage help-seeking behaviour.

Our services
2022



Mental
Health Hub



Clubhouses



Mental
Wellbeing
Practice



BikeShed



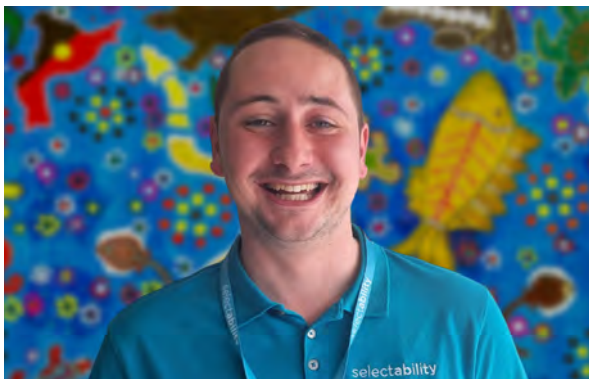
SIL/
affordable
homes



Our ‘On Your Bike for Mental Health’ community event to celebrate World Mental Health Day, is now in its third year and is proving a popular and effective way to engage the community and build on selectability’s brand recognition.

Suicide prevention

Our Townsville Suicide Prevention Service has been refreshed with the appointment of new coordinator, Bryn (pictured below).



MEAGAN
Consumer

“Once I came out of hospital I attended sessions at the Hub. At first it was me going because I felt like I had to...whereas now, I am going because I want to do the group activities.”



Our snapshot 2022



197
consumers



86,553
hours



129
employees



Ingrid Westthorp
General Manager Cairns and
Clinical Services

Expanding our reach

Since the Mental Health Hub moved to the more prominent Bruce Highway location, selectability Cairns has experienced rapid growth in both employees and consumer numbers.

Cairns direct services has expanded from Cairns-centric delivery in 2019 to encompass the greater Cairns region in 2022, including service delivery as an example in:

- > Malanda – 75km south-west
- > Babinda – 60km south
- > Palm Cove – 25km north

Over the past financial year we have seen a 27 per cent increase in the number of consumers we support.

Supporting complex consumers

We have an established reputation as a specialist service for consumers with mental health as their primary concern and as a result we are receiving referrals for complex consumers.

Our strong networks across the community mean that we have well established referral partners to complement our services so that we can provide wrap-around support to consumers.



Providing a place to call home

As we mature our NDIS service delivery model around individual support, support coordination and recovery coaching we are continuing to expand our offering of affordable housing and supported independent living options.

Since 2019 we have supported over 16 consumers with 24 hour care and accommodation through various funding options.

Our services 2022



**Mental
Health Hub**



**Mental
Wellbeing
Practice**



BikeShed



**SIL/
affordable
homes**



We now have 10 residential homes providing supported independent living services in Cairns.

selectability Cairns is strengthening partnerships with local property stakeholders to ensure that we can continue to offer these vital services.

Delivering new programs

We have been successful in securing funding to establish a Youth BikeShed and a key focus will be standing up this program in line with the framework being rolled out in other regions.

New management

Due to this rapid expansion, Gwion Cain has been appointed as General Manager Cairns. This appointment comes as Ingrid Westthorp, who previously held the dual role of GM Cairns and Clinical Services, will focus on growing selectability's clinical services function across regional Queensland.



GWION CAIN
New General
Manager Cairns

"I will be leading a team of highly capable and competent employees...all with a passion for improving mental wellbeing and contributing to suicide prevention across Cairns."

Ingham

Our snapshot 2022



46
consumers



13,761
hours



20
employees

Strengthening our commitment

selectability further strengthened its commitment to the Ingham region with the purchase of the Lannercost St premises less than 12 months after opening the Mental Health Hub.

We have seen steady growth in consumer numbers as more people come to rely on selectability as their service provider.

Ensuring regional Queenslanders have access to high-quality mental wellbeing and suicide prevention support locally is a key focus for selectability.

Prioritising capital investment in the communities we serve demonstrates our long-term commitment and strategy and helps us to attract funding for additional services to support the needs specific to the region.



Deborah Camp
Regional Coordinator

Regular surveys and community consultation inform our funding application and support our approach of *'we go where we are needed'*.

Building our offering

In 2022 we received funding from the federal government to establish Harmony Clubhouse.

We expect that this will allow us to support the needs of a wider range of cohorts and at-risk groups as we develop innovative service delivery models to address unmet needs.



Our services 2022



**Mental
Health Hub**



BikeShed



Clubhouse



**SIL/
affordable
homes**

Palm Island

Our snapshot 2022



45
consumers



9,521
hours



11
employees



Bradley Baker
Regional Coordinator

Responding to community need

selectability is Palm Island's only dedicated community mental health service.

Since opening in 2015, we have secured our position as part of the fabric of Palm Island.

Our programs emphasise self-determination and the belief that individuals identifying as Aboriginal and Torres Strait Islander have the right to live a healthy, safe life with strong connections to culture, spirituality, land and ancestry.

We deliver tailored group support activities that are held in culturally significant locations to help the individuals connect to country.

The people of Palm trust selectability to provide culturally safe services.



The welcoming and safe environment of selectability's Hub offers individuals an opportunity for socialising and networking that addresses the isolation felt by many on Palm Island.

Before establishing the service on Palm Island selectability committed significant time conducting foundation engagement with local leaders, key stakeholders and other service providers to ensure that the service would be tailored to the diverse needs of Palm Island residents and accepted by the community.



Our services 2022



**Mental
Health Hub**

Burdekin

Our snapshot 2022



8
consumers



799
hours



3
employees

As word spreads across the Burdekin that selectability is already delivering NDIS and carer services we are receiving more enquiries and are supporting more new consumers.

Our long-term strategy

selectability has been delivering services across the Burdekin for a number of years and during that time we had been receiving feedback from residents that they would like to access more of our services locally.

To support this we purchased the Caledonian Hall in late 2020 with plans to develop it into a mental wellbeing and suicide prevention facility.

This transformation has been made possible thanks to an \$808k grant under the Queensland Government's Community Infrastructure Investment Partnership program.



Karisa Bojack
Regional Coordinator

Engaging the community

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

- > 93 per cent believe there is a need for a purpose-built facility.
- > 88 per cent believe the existing range of mental health supports is inadequate or limited.
- > 61 per cent say they would have benefitted from mental health support over the last 12 months.
- > 88 per cent believe a friend or loved one would have benefitted from mental health support over the last 12 months.

The Mental Health Hub will be operational in late 2022.

Our services (to come) 2022



Mental Health Hub



BikeShed

Charters Towers

Our snapshot 2022



29
consumers



5,745
hours



25
employees

Our consumer numbers and hours of support delivered in the community have remained steady throughout the financial year. The team has been refreshed and reinvigorated with new employees being recently onboarded.

We have also expanded our service offering and now manage six residential homes.

Our open door policy

The Mental Health Hub is becoming known for its welcoming open door policy. We work with other service providers to ensure that consumers are aware of the support available to them.

Clubhouse (coming soon)

Group activities commenced early in the year and have proven popular in engaging new consumers. Many have expressed interest in the selectability



Sue-Ellen Weedon
Regional Coordinator



Clubhouse model and the team is currently working on a formal process to capture demand for this program.

We are limited in scope with the current premises so options are being reviewed.

Real Mates Talk

selectability Charters Towers has received funding to implement the popular and proven Real Mates Talk model. This was developed as a suicide prevention tool for the men of Whitsunday, Isaac and Mackay and the model has the flexibility to be adapted to other regions.

Our services 2022



**Mental
Health Hub**



BikeShed



**SIL/
affordable
Homes**

Bowen

Our snapshot 2022



16
consumers



1,700
hours



7
employees



Luana Land
Regional Coordinator

Official opening

selectability officially opened the first Mental Health Hub in the region in April 2022.

The Mental Health Hub provides a central location for people to access a range of NDIS and government funded programs and services to improve mental wellbeing and contribute to suicide prevention.

Engaging the community

In line with our regional engagement framework we surveyed Bowen residents before establishing the Mental Health Hub. Of the respondents:

- > 93 per cent believed there was a need for a dedicated facility in the region.

In addition 85 per cent said they know someone who would have benefitted from our services in the past 12 months and 70 per cent said they would have benefitted personally.



We have seen a rapid increase in the number of NDIS consumers we support as interest in the facility generates across the community.

Access to services

selectability believes everyone has a right to access services locally. We continue to work with residents and groups to ensure that our services are flexible and in line with the needs of the Bowen community.



Our services 2022



Mental Health Hub

Longreach

Our snapshot 2022



2
employees

Overcoming barriers

selectability has had significant barriers to overcome in establishing a presence in the Central West.

A range of factors have meant that communities across the region are being left without services when providers deem it unfeasible and cease operations.

This has led to a general reluctance to engage with new providers.

Over the last six months, our team has conducted significant on the ground stakeholder engagement, delivered education around the NDIS and other services in an effort to build trust and demonstrate selectability's long-term commitment to the region.

Consulting our community

We are already seeing the benefits of this approach with the formation of a motivated and engaged regional advisory committee underway.

Through regular consultation and collaboration with key community stakeholders we are building the foundations of a solid service delivery model that will support the needs of this diverse community well into the future.



Ashley Watson
Regional Coordinator

During our establishment phase our initial focus was implementing the WQPHN Community Service Facilitator contract which included assessing the Central West region for service availability.

Focusing on the future

With much of the groundwork complete, our priority for the next 12 months will be connecting consumers with the support they need.

We're also partnering with other service providers to ensure services are leveraged, not duplicated.





Our snapshot 2022



264
consumers



61,093
hours



86
employees



Colin McPherson
General Manager Mackay

Consumer numbers in Mackay increased by almost 30 per cent over the last financial year and this has been supported by a rapid growth in our workforce.

While the majority of our consumers have NDIS packages we are seeing a growth in our non-NDIS consumers.

The NQPHN continues to fund a number of our programs.

Responding to need

The programs offered out of both Horizon Clubhouse and the Mental Health Hub change regularly in line with the interests and needs of our consumers which ensures attendance and engagement remains high.

Program changes include:

- > monthly day trips added
- > more opportunities to gain meaningful employment
- > monthly member meetings to garner feedback
- > more formal training options; and
- > increased support to complete.

Both programs are designed to promote understanding while addressing the individual needs of consumers to provide a person-centred, strengths-based, flexible service.



Providing a place to call home

In response to the housing crisis we have taken lease of a number of residential properties that allow us to provide safe, secure and appropriate accommodation for our consumers who would otherwise be at risk of homelessness.

BikeShed

Our BikeShed program remains popular, with many positive outcomes being achieved.

We have strong partnerships with community groups, shops and cycle enthusiasts which allow us to repair donated bikes to a high-standard and gift these to members of the community.

Our services 2022



Mental
Health Hub



Clubhouse



Mental
Wellbeing
Practice



BikeShed



SIL/
affordable
homes



Real Mates Talk

selectability is working with the Whitsunday, Isaac and Mackay Suicide Prevention Community Action Plan team to review the Real Mates Talk framework to ensure that it is still fit-for-purpose.

After a number of staffing changes the team is seeking to re-engage with ambassadors.

The team will also provide mentoring and guidance to the selectability Charters Towers team as they roll out the Real Mates Talk framework.



DAVID
Consumer

"I'm glad I started coming here, I've been getting out of my house and doing a lot of different things. I get to meet new people and help different people. The more I help the happier I am."

Mount Isa

Our snapshot 2022



84
consumers



18,269
hours



42
employees

Due to growth and demand, last year the Mount Isa team moved into a fit-for-purpose Mental Health Hub, that provides a central location for people to access a range of NDIS and government funded programs and services.

Located 900 kilometres from the closest major city, Mount Isa has limited access to vital services.

Establishing a Mental Health Hub and expanding the number and types of services on offer has been an important step to improving community access to vital mental wellbeing supports and suicide prevention programs.

selectability's commitment of \$300k to upgrade the previously derelict building emphasises our long term strategy and commitment to the region.

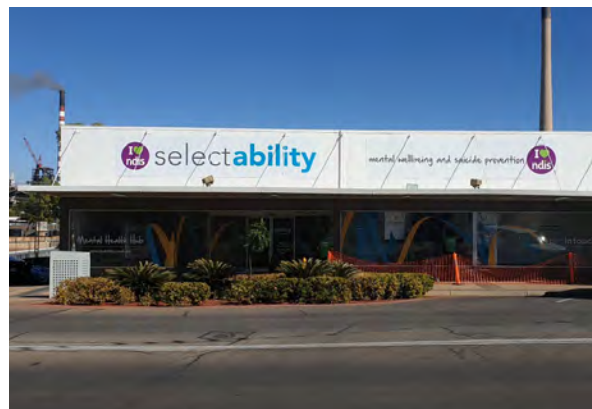
Steady growth

Since the move we continue to see steady increases in our consumer numbers and hours delivered in the community.

The team is now in a position to meet growing need and expand its service offering.



Helen Davis
Regional Coordinator



We have been in discussions with a number of industry leaders and stakeholders around ways to maximise the use of this space for the benefit of the community.

Collaborative approach

We continue to work closely with the WQPHN on the delivery of the Community Service Facilitator program.

selectability Mount Isa also supports those in crisis across the region through 'The Way Back Support Service' in collaboration with Beyond Blue and the WQPHN.

New programs

Thanks to Mount Isa's share of the organisation's \$1.1m in government funding the team will soon be rolling out a Youth BikeShed.

Our services 2022



Mental
Health Hub



Clubhouse



SIL/
affordable
Homes

(to come)



Bike Shed



Rainbow Serpent

Artists: Rodney Kum Sing, Ednaashanti Cheethem and Khoupa Armstrong.

"Blue is the water, creeks, springs and gorges while collectively orange, brown and red are the geology, hills, flats, ridges and rocks. And green is the vegetation, trees and lily pads," says selectability Mount Isa employee, Rodney Kum Sing.

The piece tells the story of the Rainbow Serpent – and the original is displayed proudly in the boardroom at selectability's Head Office in Townsville.

Indigenous artwork is centred on storytelling, and is used as a way to pass on knowledge of the land, events and beliefs. *Rainbow Serpent* depicts The Dreaming, the whole piece took the three artists involved almost two months to finish.



Rockhampton

Our snapshot 2022



62
consumers



13,607
hours



18
employees



Debra Fitzgerald
Regional Coordinator

Purpose-built facility to come

selectability opened its first Mental Health Hub in Rockhampton in February 2021, and with overwhelming demand for services, we immediately identified the need for a purpose-built facility to provide a broad-range of clinical and non-clinical services in the one location.

After much planning and assessment we submitted a comprehensive application for funding under the Resources Community Infrastructure Fund (RCIF). In late 2021, selectability was awarded \$3.1M to fund this build with the aim of further strengthening the health and resilience of the local community through the delivery of a range of targeted services.

selectability is looking forward to expanding our commitment to the mental wellbeing of the local community.



The facility will create a safe share space where community members who are experiencing mental health challenges can gain the support they need.

BikeShed program to launch

In addition to the funding for the purpose-built facility, we also received funding to establish a BikeShed in the region which will allow us to access a greater number of cohort with our diverse and innovative services.



Our services 2022

(to come)



**Mental
Health Hub**



**SIL/
Affordable
Homes**



BikeShed

select**ability** Ltd

ABN: 27 174 635 449

Consolidated Financial Statements

For the year ending 30 June 2022

Directors' Report

30 June 2022

The directors present their report, together with the consolidated financial statements of the Group, being the Company and its controlled entity, for the financial year ended 30 June 2022.

General information

Directors

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

Names	Position	Appointed/Resigned
Thomas Ryan	Board Chair	
Dr Tulha Aga	Director	
Sonia Bennetto	Director	Appointed 26 October 2021
Marianne Bonassi	Director	
Danielle Hornsby	Director	Appointed 17 January 2022
Sandra Hubert	Director	Retired 30 November 2021
Robert (Bob) James	Director	
Stephanie Naunton	Director	Resigned 27 July 2021
Dr Clive Skarott AM	Director	
Professor Robert Stable AM	Director	Resigned 25 January 2022
Matthew Watts	Director	
Neil Willmet	Director	Appointed 29 March 2022

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 (trading as selectability Training) - the provision of training as a Registered Training Organisation (RTO)

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, subject to the provisions of the company's constitution.

At 30 June 2022 the collective liability of members was \$ 210 (2021: \$ 190).

Review of operations

The consolidated surplus of the Group for the financial year amounted to \$ 1,003,925 (2021: surplus \$168,296). Net assets of the Group increased by 12% to \$9,453,017 at 30 June 2022. The Group's revenue increased by 55% to \$33,785,849 for the year ended 30 June 2022.

Directors' Report

30 June 2022

Information on directors

Thomas Ryan

Qualifications

Board Chair

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

Experience

Tom is a Credentialed Mental Health Nurse (RPN, RCompN, RGON) and has been a practicing psychotherapist for several decades. He currently practices within and coordinates The Psychotherapy Specialist Clinic within the Townsville University Hospital's Mental Health Service Group and has a small private practice. Tom is also a Director of MIFA (Mental Illness Fellowship of Australia). He has worked as Director of Area Mental Health Services, Nursing Director and in various Clinical Nurse Consultant and other clinical, management, teaching, research and supervision roles.

Special Responsibilities

Board Chair, Member of Corporate and Clinical Governance Committees

Dr Tulha Aga

Qualifications

Director

FRANZCP, MRCPsych, MBBS (Lond)
(Director since 2021)

Experience

Dr Tulha Aga is a Consultant Psychiatrist with over 20 years' experience in healthcare across the UK and Australia. His interest is in community and rehabilitation psychiatry and he has worked extensively with CALD communities. Tulha works clinically for Townsville University Hospital as Clinical Director responsible for Rural and Remote Psychiatry as well as the Aboriginal and Torres Strait Islander Wellbeing Assessment and Engagement Service. He is a Senior Lecturer with JCU College of Medicine and Dentistry and has held tutor positions in Healthcare Leadership and in Communication Skills.

Special Responsibilities

Chair of Clinical Governance Committee

Sonia Bennetto

Qualifications

Director

GAICD, BBus (Marketing), GradDipEd (Middle Years), CertIV Training & Assessment
(Director since 2021)

Experience

Sonia is a serving Councillor of the Charters Towers Regional Council, and previously served in the position of Deputy Mayor for six years. With degrees in Education and Marketing, Sonia has over 15 years of experience in business development, vocational training, strategic marketing, product development, copywriting and digital design. She is a Graduate of the Australian Institute of Company Directors and has developed considerable expertise in corporate governance, and strategic planning. As a practicing relief teacher in a regional community, Sonia recognises the emerging pressures and adversities that young people face when it comes to their mental health and wellbeing. She also serves as a Director of the North Queensland Sports Foundation and recognises the significance of keeping regional community members connected to sports and active recreation, for both their mental and physical wellbeing. A strong advocate for innovation and creativity in the workplace, Sonia is passionate about identifying opportunities to develop regional community connections, capacity, and resilience through positive mental health and wellbeing.

Special Responsibilities

Member of Corporate Governance Committee

Directors' Report

30 June 2022

Information on directors

Marianne Bonassi

Director

Qualifications

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 Clinical Governance Committee

Danielle Hornsby

Director

Qualifications

B.Sp.Thy, MBA, GAICD.
(Director since 2022)

Experience

Danielle has an extensive history in regional health service delivery for over 30 years, as a clinician, leader, innovator, and catalyst for leading reforms in policy and practice changes. Danielle is the Executive Director of Allied Health for Townsville Hospital and Health Service, a position she also previously held in the Mackay region for eight years. She leads the practice standards, consumer safety and operations for allied health services in the region. Danielle is active in the local regional community as a current Board Director and Secretary of the Townsville Chamber of Commerce, and the Chair of the Townsville Suicide Prevention Network. Danielle is driven to make real change for consumers in accessibility, affordability, and quality, so that regional people enjoy better connected lives.

Special Responsibilities

Member of Corporate Governance Committee, Clinical Governance Committee and Finance, Audit and Risk Committee

Sandra Hubert

Director

Qualifications

AFAIM; BCom; AssocDip Bus; CertIV Dis; CertIV WH&S
(Director 2016-2021)

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

Former member of Finance Audit and Risk Committee

Directors' Report

30 June 2022

Information on directors

Robert (Bob) James

Qualifications

Experience

Special Responsibilities

Director

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.

Chair of Finance Audit and Risk Committee

Stephanie Naunton

Qualifications

Experience

Special Responsibilities

Director

LLB; GradDip LP
(Director 2018-2021)

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.

Former member of the Governance Committee

Dr Clive Skarott AM

Qualifications

Experience

Special Responsibilities

Director

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

As well as his work for selectability, Clive is the Chair of the Cairns and Hinterland Hospital and Health Service, Chair of JCU Dental and President of the Cairns Historical Society and Museum. Before joining our Board, Clive held the following positions - Chair of Ergon Energy; Director of Energy Queensland Ltd; Chair of the Cairns Port Authority; Director and Patron of Advance Cairns; Treasurer of the Regional Development Australia Committee (FNQ&TS); Director and Chief Executive Officer of the Electricity Credit Union Ltd. Outstanding Achievements - Distinguished Service Award (Australian Credit Union Industry - 2007); Australian Flag Bearer (World Credit Union Convention Hong Kong - 2008); Cairns Citizen of the Year (2011).

Deputy Board Chair and Member of Finance Audit and Risk Committee

Directors' Report

30 June 2022

Information on directors

Professor Robert Stable AM	Director
Qualifications	MBBS, DUniv (QUT), MHP, FRACGP, FAICD, FCHSM (Hon) (Director 2018-2022)
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	Former 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 20 years' experience in client engagement roles. Matthew organises and coordinates IT projects with technical, financial and business disciplines across a diverse range of IT projects. He is currently working with a statutory body who specialises in administering health and safety legislation in Queensland. Prior to this, he worked in high value residential and commercial property sales, as well as commercial finance, and executive and public sector recruitment.
Special Responsibilities	Chair of Corporate Governance Committee
Neil Willmetts	Director
Qualifications	BAppHSc (UQ) (Director since 2022)
Experience	Neil is a leader in Aboriginal and Torres Strait Islander Health, housing, economic development and administration, leading the development of complex and sensitive economic, social and housing and health policy, projects and initiatives as well as structural, capability and cultural change reforms. He is currently the CEO of Aboriginal and Torres Strait Islander Housing Queensland and is the former CEO of the Queensland Aboriginal and Islander Health Council. With a track record in outcomes, he also has a public health degree from the University of Queensland.
Special Responsibilities	Member of Corporate Governance Committee and Finance, Audit and Risk Committee

Directors' Report

30 June 2022

Meetings of directors

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

	selectability Ltd Board		selectability Ltd Finance, Audit and Risk Committee		selectability Ltd Governance Committee		selectability Ltd Corporate Governance Committee		selectability Ltd Clinical Governance Committee	
	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	14	13	-	-	4	4	1	1	1	1
Dr Tulha Aga	14	13	-	-	4	4	-	-	1	1
Sonia Bennetto	11	10	-	-	2	2	1	1	-	-
Marianne Bonassi	14	13	-	-	4	4	-	-	1	1
Danielle Hornsby	7	7	2	2	2	2	1	1	1	1
Sandra Hubert	5	4	3	3	-	-	-	-	-	-
Robert (Bob) James	14	14	6	6	-	-	-	-	-	-
Stephanie Naunton	1	1	-	-	-	-	-	-	-	-
Dr Clive Skarott AM	14	13	6	5	-	-	-	-	-	-
Professor Robert Stable AM	8	8	4	4	-	-	-	-	-	-
Matthew Watts	14	13	-	-	4	4	1	-	-	-
Neil Willmet	4	4	1	1	-	-	-	-	-	-

	Jobtrain Pty Ltd Board		Jobtrain Pty Ltd Finance, Audit and Risk Committee	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Thomas Ryan	7	7	-	-
Dr Tulha Aga	7	5	-	-
Sonia Bennetto	5	4	-	-
Marianne Bonassi	7	6	-	-
Danielle Hornsby	3	3	2	2
Sandra Hubert	3	2	3	3
Robert (Bob) James	7	7	6	6
Stephanie Naunton	-	-	-	-
Dr Clive Skarott AM	7	7	6	5
Professor Robert Stable AM	4	4	4	4
Matthew Watts	7	6	-	-
Neil Willmet	2	2	1	1

selectability Ltd

ABN: 27 174 635 449

Directors' Report

30 June 2022

Auditor's independence declaration

The auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* for the year ended 30 June 2022 has been received and can be found on page 8 of the consolidated financial report.

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



Director:

Tom Ryan Board Chair

Dated this 28 day of September 2022



JESSUPS

INDEPENDENCE DECLARATION

TO THE DIRECTORS OF
SELECTABILITY LTD AND CONTROLLED ENTITY
FOR THE YEAR ENDED 30 JUNE 2022

I declare that, to the best of my knowledge and belief, in relation to the audit of selectability Ltd and controlled entity for the year ended 30 June 2022, there have been:

- no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*; and
- no contraventions of any applicable code of professional conduct.

Jessups

Paul Sapelli
Partner

Level 1, 211 Sturt Street Townsville Qld 4810

Dated: 28 September 2022



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A.B.N.: 99 194 967 950

Consolidated Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2022

		2022	2021
	Note	\$	\$
Revenue and other income	4	33,779,856	21,762,735
Interest income		5,993	19,599
Employee benefits expense		(25,831,844)	(17,526,037)
Depreciation and amortisation		(1,642,306)	(1,018,870)
Other expenses	5	(5,258,336)	(3,041,569)
Interest expense		(49,439)	(27,562)
Surplus before income tax		1,003,925	168,296
Income tax expense	2(c)	-	-
Surplus for the year		1,003,925	168,296
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		1,003,925	168,296
Surplus attributable to:			
selectability Ltd		987,021	154,288
Jobtrain Pty Ltd		16,904	14,008
		1,003,925	168,296

The accompanying notes form part of these financial statements.

Consolidated Statement of Financial Position

As At 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	4,032,814	4,482,896
Trade and other receivables	7	1,542,860	508,746
Other assets	8	873,881	478,279
TOTAL CURRENT ASSETS		6,449,555	5,469,921
NON-CURRENT ASSETS			
Property, plant and equipment	9	7,601,236	6,138,691
Right-of-use assets	10	1,661,451	871,710
TOTAL NON-CURRENT ASSETS		9,262,687	7,010,401
TOTAL ASSETS		15,712,242	12,480,322
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	11	1,905,551	1,305,758
Lease liabilities	10	563,857	334,236
Employee benefits	13	735,651	645,881
Other liabilities	12	1,762,080	1,026,584
TOTAL CURRENT LIABILITIES		4,967,139	3,312,459
NON-CURRENT LIABILITIES			
Lease liabilities	10	1,143,420	562,029
Employee benefits	13	148,666	156,742
TOTAL NON-CURRENT LIABILITIES		1,292,086	718,771
TOTAL LIABILITIES		6,259,225	4,031,230
NET ASSETS		9,453,017	8,449,092
EQUITY			
Retained earnings		9,453,017	8,449,092
TOTAL EQUITY		9,453,017	8,449,092

The accompanying notes form part of these financial statements.

Consolidated Statement of Changes in Equity

For the Year Ended 30 June 2022

2022

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2021	8,449,092	8,449,092
Surplus for the year	1,003,925	1,003,925
Balance at 30 June 2022	9,453,017	9,453,017

2021

	Retained Earnings	Total
	\$	\$
Balance at 1 July 2020	8,280,796	8,280,796
Surplus for the year	168,296	168,296
Balance at 30 June 2021	8,449,092	8,449,092

The accompanying notes form part of these financial statements.

Consolidated Statement of Cash Flows

For the Year Ended 30 June 2022

	2022	2021
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from customers and funding bodies	34,210,067	21,596,917
Payments to suppliers and employees	(31,203,692)	(20,271,188)
Proceeds from interest received	5,993	19,599
Payments of interest	(49,439)	(27,562)
Net cash provided by/(used in) operating activities	<u>2,962,929</u>	<u>1,317,766</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments to acquire property, plant and equipment	(3,023,602)	(1,897,717)
Net cash provided by/(used in) investing activities	<u>(3,023,602)</u>	<u>(1,897,717)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Repayment of lease liabilities	(389,409)	(265,047)
Net cash provided by/(used in) financing activities	<u>(389,409)</u>	<u>(265,047)</u>
Net increase/(decrease) in cash and cash equivalents held	(450,082)	(844,998)
Cash and cash equivalents at beginning of year	4,482,896	5,327,894
Cash and cash equivalents at end of financial year	6 <u>4,032,814</u>	<u>4,482,896</u>

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

For the Year Ended 30 June 2022

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

The principal activities of the Company for the year ended 30 June 2022 were to improve the mental wellbeing of people in regional Queensland and contribute to the prevention of suicide.

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 that the Responsible Persons' Declaration was 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 - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012*.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

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

2 Summary of Significant Accounting Policies

(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 18 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.

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(b) Revenue and other income

Revenue from contracts with customers

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

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

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

Specific revenue streams

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

Grant Income

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

The performance obligations are varied based on the agreement.

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

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

NDIS and Fee for Service Income

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

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

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

Grant Income

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(b) Revenue and other income

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

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

Donations

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

Statement of financial position balances relating to revenue recognition

Contract assets and liabilities

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

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

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

Other income

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

(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 payables are stated inclusive of GST.

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(e) Volunteer services

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

(f) 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 significantly less than fair value 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, is depreciated on a straight-line basis over the asset's useful life to the Group, commencing when the asset is ready for use.

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
Buildings	2.2-20%
Furniture, Fixtures and Fittings	10-40%
Motor Vehicles	20-25%
Computer Equipment	20-100%
Leasehold improvements	5-40%
Freehold Improvements	2.5-50%

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.

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(g) 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 (the Group only has financial assets in this category)
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)
- fair value through other comprehensive income - debt investments (FVOCI - debt)

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

Amortised cost

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.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is 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

Credit losses are measured as the present value of the difference between the cash flows due to the Group in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(g) Financial instruments

Financial assets

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.

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.

(h) Impairment of non-financial assets

At the end of each reporting period the Group determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(h) Impairment of non-financial assets

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

(i) 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.

(j) Leases

At inception of a contract, the Group assesses whether a lease exists.

At the lease commencement, the Group recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Group believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Group's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Group's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

The Group has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Group recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

Notes to the Financial Statements

For the Year Ended 30 June 2022

2 Summary of Significant Accounting Policies

(k) Employee benefits

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

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

Defined contribution schemes

Obligations for contributions to defined contribution superannuation plans are recognised as an employee benefit expense in profit or loss in the periods in which services are provided by employees.

(l) Provisions

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

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

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

(m) Adoption of new and revised accounting standards

The Group has adopted all standards which became effective for the first time at 30 June 2022, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Group.

Notes to the Financial Statements

For the Year Ended 30 June 2022

3 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 2022

4 Revenue and Other Income

	2022	2021
	\$	\$
Child safety income	2,714,923	-
Course fees	63,520	109,050
Donations and social enterprise income	386,664	142,182
Grant income capital *	400,850	-
Grant income operational	5,709,302	4,924,565
NDIS income	23,399,138	15,929,373
Other income	859,488	561,447
Rental income	245,971	96,117
	33,779,856	21,762,735

* The \$400,850 relates to the capital funding of \$900,000 (received from the Commonwealth Infrastructure Investment Partnership through the Department of State Development, Infrastructure, Local Government and Planning) for the transformation of the Burdekin Mental Health Hub which has an anticipated opening date of late 2022.

Disaggregation of revenue from contracts with customers

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

	2022	2021
	\$	\$
Timing of revenue recognition		
Over time	32,582,827	21,381,946
Revenue from contracts with customers	32,582,827	21,381,946
Type of revenue		
Child safety income	2,714,923	-
Course fees	63,520	109,050
Grant income	5,709,302	4,924,565
NDIS income	23,399,138	15,929,373
Other income	695,944	418,958
Revenue from contracts with customers	32,582,827	21,381,946

Notes to the Financial Statements

For the Year Ended 30 June 2022

5 Other Expenses

	2022	2021
	\$	\$
Staffing related expenses	467,891	378,191
Program specific expenses	265,394	231,212
Subcontractor expenses	444,558	345,900
Office expenses	246,670	188,726
Premises expenses	1,056,894	550,321
ICT expenses	772,663	583,972
Motor vehicle expenses	254,795	170,543
Advertising and marketing expenses	266,129	121,237
Insurance expenses	379,468	190,742
Professional fees	138,670	248,147
Compliance expenses	185,562	95,312
Equipment expenses	246,840	7,771
Sundry expenses	532,800	(70,504)
	5,258,336	3,041,569

6 Cash and Cash Equivalents

	2022	2021
	\$	\$
Cash on hand	6,145	3,164
Bank balances	1,747,909	2,208,443
Short-term deposits	2,278,760	2,271,289
	4,032,814	4,482,896

7 Trade and Other Receivables

	2022	2021
	\$	\$
CURRENT		
Trade receivables	1,626,513	582,866
Provision for impairment	(83,653)	(74,120)
	1,542,860	508,746

8 Other Assets

	2022	2021
	\$	\$
CURRENT		
Prepayments	289,136	109,419
Accrued income	584,745	368,860
	873,881	478,279

Notes to the Financial Statements

For the Year Ended 30 June 2022

9 Property, plant and equipment

	2022 \$	2021 \$
Freehold land		
At cost	1,613,516	1,106,016
Buildings		
At cost	4,467,229	4,146,315
Accumulated depreciation	(952,205)	(834,677)
	3,515,024	3,311,638
Capital works in progress		
At cost	695,339	-
Furniture, fixtures and fittings		
At cost	315,545	500,133
Accumulated depreciation	(126,305)	(263,707)
	189,240	236,426
Motor vehicles		
At cost	1,349,097	935,980
Accumulated depreciation	(545,714)	(534,432)
	803,383	401,548
Computer equipment		
At cost	1,372,690	1,581,853
Accumulated depreciation	(938,172)	(1,047,095)
	434,518	534,758
Leasehold Improvements		
At cost	496,660	416,615
Accumulated amortisation	(301,877)	(181,317)
	194,783	235,298
Freehold Improvements		
At cost	300,170	386,828
Accumulated depreciation	(144,737)	(80,999)
	155,433	305,829
Course Designs		
At cost	10,677	9,917
Accumulated depreciation	(10,677)	(2,739)
	-	7,178
Total property, plant and equipment	7,601,236	6,138,691

Notes to the Financial Statements

For the Year Ended 30 June 2022

9 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:

	Capital Works in Progress	Land	Buildings	Furniture, Fixtures and Fittings	Motor Vehicles	Computer Equipment	Leasehold Improvements	Freehold Improvements	Course Designs	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Year ended 30 June 2022										
Balance at the beginning of the year	-	1,106,016	3,311,638	236,426	401,548	534,758	235,298	305,829	7,178	6,138,691
Additions	695,339	507,500	332,500	406,086	542,920	360,943	167,262	10,292	760	3,023,602
Disposals	-	-	(921)	(159,380)	(6,534)	(109,461)	(11,856)	(41,279)	-	(329,431)
Transfers	-	-	-	79,404	(1,263)	(3,155)	(35,091)	(39,895)	-	-
Depreciation expense	-	-	(128,193)	(373,296)	(133,288)	(348,567)	(160,830)	(79,514)	(7,938)	(1,231,626)
Balance at the end of the year	695,339	1,613,516	3,515,024	189,240	803,383	434,518	194,783	155,433	-	7,601,236

Notes to the Financial Statements

For the Year Ended 30 June 2022

10 Leases

The Group as a lessee

The Group has leases over land and buildings.

Terms and conditions of leases

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

Concessionary leases

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

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

Right-of-use assets

	Buildings \$	Total \$
Year ended 30 June 2022		
Balance at the beginning of the year	871,710	871,710
Depreciation	(410,680)	(410,680)
Additions to right-of-use assets	1,200,421	1,200,421
Balance at end of year	1,661,451	1,661,451

Lease liabilities

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

	< 1 year \$	1 - 5 years \$	> 5 years \$	Total undiscounted lease liabilities \$	Lease liabilities included in this Consolidated Statement Of Financial Position \$
2022					
Lease liabilities	633,780	1,233,788	-	1,867,568	1,707,277
2021					
Lease liabilities	346,211	611,350	-	957,561	896,265

Notes to the Financial Statements

For the Year Ended 30 June 2022

10 Leases

Extension options

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

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

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

There are \$2,416,764 in potential future lease payments which are not included in lease liabilities as the Group has assessed that the exercise of the option is not reasonably certain.

Consolidated Statement of Profit or Loss and Other Comprehensive Income

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

	2022	2021
	\$	\$
Interest expense on lease liabilities	49,439	22,041
Expenses relating to short-term leases	297,989	188,779
	347,428	210,820

11 Trade and Other Payables

	2022	2021
	\$	\$
CURRENT		
Trade payables	101,704	181,899
GST payable	56,009	103,827
Sundry payables and accrued expenses	907,242	386,899
PAYG and Superannuation payable	842,564	572,028
Credit cards	(1,969)	61,104
	1,905,551	1,305,758

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

12 Other Liabilities

	2022	2021
	\$	\$
CURRENT		
Deferred grant income	1,303,674	917,008
Unexpended donations and funds	458,406	109,576
	1,762,080	1,026,584

13 Employee Benefits

	2022	2021
	\$	\$
CURRENT		
Long service leave	53,395	56,012
Annual leave	661,724	478,474
Provision for wages and RDO	20,532	111,395
	735,651	645,881
NON-CURRENT		
Long service leave	148,666	156,742
	148,666	156,742

14 Financial Risk Management

	2022	2021
	\$	\$
Financial assets		
Held at amortised cost		
Cash and cash equivalents	4,032,814	4,482,896
Trade and other receivables	1,542,860	508,746
Total financial assets	5,575,674	4,991,642
Financial liabilities		
Financial liabilities at amortised cost	1,905,551	1,305,758
Total financial liabilities	1,905,551	1,305,758

15 Members' Guarantee

The Company is registered with the *Australian Charities and Not-for-profits Commission Act 2012* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the Company. At 30 June 2022 the number of members was 21 (2021: 19).

16 Key Management Personnel Disclosures

The remuneration paid to key management personnel of the Group is \$ 905,426 (2021: \$ 571,143).

Notes to the Financial Statements

For the Year Ended 30 June 2022

17 Auditors' Remuneration

	2022 \$	2021 \$
Remuneration of the auditor Jessups, for:		
- auditing the financial statements	24,600	22,000
- auditing individual grant acquittals	2,500	2,750
	27,100	24,750

18 Interests in Subsidiaries

	Principal place of business / Country of Incorporation	Percentage Owned (%) [*] 2022	Percentage Owned (%) [*] 2021
Subsidiaries:			
Jobtrain Pty Ltd	Australia	100	100

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

19 Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2022 (30 June 2021:None).

20 Related Parties

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

Key management personnel - refer to Note 16.

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 transactions with related parties during the current or prior year.

Notes to the Financial Statements

For the Year Ended 30 June 2022

21 Events after the end of the Reporting Period

The consolidated financial report was authorised for issue on the date that the Responsible Persons' Declaration was signed.

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 Parent entity

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

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

Investments in subsidiaries, associates and joint ventures

Investments in subsidiaries, associates and joint venture entities are accounted for at cost in the financial statements of the parent entity.

	2022	2021
	\$	\$
Statement of Financial Position		
Assets		
Current assets	6,385,681	5,389,887
Non-current assets	9,872,785	7,655,759
Total Assets	16,258,466	13,045,646
Liabilities		
Current liabilities	4,964,398	3,311,912
Non-current liabilities	1,292,086	718,771
Total Liabilities	6,256,484	4,030,683
Equity		
Retained earnings	10,001,983	9,014,963
Total Equity	10,001,983	9,014,963
Statement of Profit or Loss and Other Comprehensive Income		
Total profit or loss for the year	987,021	154,287
Total comprehensive income	987,021	154,287

Guarantees

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

Notes to the Financial Statements

For the Year Ended 30 June 2022

22 Parent entity

Contingent liabilities

The parent entity did not have any contingent liabilities as at 30 June 2022 or 30 June 2021.

Contractual commitments

The parent entity did not have any commitments as at 30 June 2022 or 30 June 2021.

23 Statutory Information

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

selectability Ltd
66-68 Charles Street
Aitkenvale QLD 4814

selectability Ltd

ABN: 27 174 635 449

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 80.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person
Tom Ryan Board Chair

Dated 28 September 2022



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INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF
SELECTABILITY LTD AND CONTROLLED ENTITY
FOR THE YEAR ENDED 30 JUNE 2022

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 2022, 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 2022 and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* 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 (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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

The directors are responsible for the other information. The other information comprises the information included in the Group's Annual Report and Directors' Report for the year ended 30 June 2022, but 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



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a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Group are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and the ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of the 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: 28 September 2022

selectability

mental wellbeing and suicide prevention

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