

# ANNUAL REPORT



2016



Speech  
Pathology  
Australia

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# President's report

At the beginning of the Speech Pathology 2030 Project, I spoke about how the speech pathology profession was commencing a process of developing something similar to an Aboriginal star map – a series of waypoints that guide us to our future destination. And 2016 has been a waypoint on that journey – a year of ongoing achievements and activities for our Association.

On 11 August 2016, the Association was very pleased and excited to have Alastair McEwin, the then recently appointed National Disability Discrimination Commissioner, formally launch the final report of the Speech Pathology 2030 Project. The launch was attended by nearly 200 members and key stakeholders, and was streamed live via the Association's YouTube channel.

In keeping with the approach of the Speech Pathology 2030 Project, the theme for Speech Pathology Week in 2016 was *Speech Pathologists – Creating Futures*. This broad theme allowed our members and their state and territory Branches the opportunity to promote all the different aspects of the speech pathology profession, the work that we do, and the various settings in which our work is undertaken.

In 2015, I reported on a record increase in membership. In the 2016 calendar year, membership was up again on the levels of 2015. Overall Association membership increased in 2016 by 8.9 per cent – in real terms that means an extra 619 new members.

The rise in our membership also saw healthy growth in student numbers and a continuing rise in the number of members working in private practice.

In May 2016, the Association hosted its inaugural Swallowing Awareness Day. There was a great deal of interest in this new initiative. Social media ran hot with the #900swallows and #dysphagia hashtags highlighting the involvement of speech pathologists across Australia and elsewhere.

Speech Pathology Australia was one of the founding organisations behind the formation of the International Communication Project 2014 (ICP). It was, therefore, very pleasing to see our Association so well represented through member presentations at the International Association of Logopedics and Phoniatrists (IALP) Congress in Dublin, Ireland in August 2016, where both myself and the Association's Chief Executive

Officer, Gail Mulcair, were involved in two presentations by the ICP. At the congress, the ICP also held discussions with the IALP about how best to leverage influence with organisations such as the United Nations and the World Health Organization.

The Association's advocacy work in 2016 continued and included a large number of written submissions, to both national and state inquiries. Our policy and advocacy work also included meetings and formal discussions with a wide range of key stakeholders, including a number of state and federal ministers and shadow ministers.

In November 2016, the Association and the Dietitians Association of Australia (DAA) hosted a stakeholder forum regarding the implementation of the new International Dysphagia Diet Standardisation Initiative (IDDSI) framework in Australia. At this forum, the consensus was to adopt the new IDDSI framework. The Boards of both Speech Pathology Australia and DAA subsequently ratified the decision to endorse and implement the IDDSI framework in Australia.

Our Association's ability to serve its members and their clients is only possible because of the hard work and dedication of Board members, Branches, the Association's Chief Executive Officer and the staff that work in our National Office and remotely around Australia. This combined team ensures that the business of the organisation is conducted in a professional, strategic and efficient manner. Without the skill and guidance of our CEO Gail Mulcair, Speech Pathology Australia would not be the outstanding professional Association it is today.

In closing, I wish to acknowledge the commitment of the Board of Directors who volunteer their time and expertise to provide the overall direction and management of the Association.

At the formal launch of the final report of the Speech Pathology 2030 Project in August 2016, I spoke about the challenges and opportunities that confront the Association in embracing the future and the journey that lies ahead for the speech pathology profession. But as we set out on that journey, I am confident that our strength of numbers, the professionalism of our members, and the dedication of our paid employees and unpaid volunteers, ensures that the future for Speech Pathology Australia is strong and vibrant.



Gaenor Dixon  
National President

# Our Board and representatives

## 2016 Board of Directors

Please refer to the financial statements in this annual report for details pertaining to the Directors of Speech Pathology Australia and their tenure as it relates to the 2016 year.

Board of Directors as at 31 December 2016:



Gaenor Dixon  
National President



Chyrisse Heine



Belinda Hill (Price)  
Vice President Operations



Timothy Kittel



Leone (Lee)  
McGovern



Robyn Stephen  
Vice President  
Communications



Brooke Sanderson

## 2016 Branch Chairs

Australian Capital Territory	Susanne Moor
New South Wales	Harmony Turnbull
Northern Territory	Melissa Ridd
Queensland	Alison Smith
South Australia	Catherine Clark
Tasmania	Rosalie Martin
Victoria	Jane-Elise Cherry
Western Australia	Shelley Vivian/Belinda Morrell

## 2016 Association publications and editors

### *International Journal of Speech-Language Pathology*

Associate Professor Kirrie Ballard

### *Journal of Clinical Practice in Speech-Language Pathology*

Dr David Trembath (to Dec 2016)

### *Speak Out*

Rebecca Faltyn



# 2016

## A year in review

### ASSOCIATION MEMBERSHIP PROFILE AS AT THE END OF THE MEMBERSHIP YEAR

In 2016, the Association's membership reached a new, record level. At the end of the year the overall membership stood at 7548, up 9 per cent from 2015. Practising membership numbers continued to grow, and reached 6323 at the end of 2016, while student numbers increased from 666 to 808, a 21 per cent increase.

Alumnus	18
Associate	2
Fellow - Alumnus	1
Fellow - Certified	24
Fellow - Non Practising	2
Life Member	17
Non-Practising	110
Non Certified	163
Postgraduate Student	62
Practising - Certified	6323
Re-entry	21
Student	805
<b>Totals</b>	<b>7548</b>



# 1 Strategic Imperative

## INFLUENCE

1.1 Speech Pathology Australia (SPA) is the leading organisation for policy-relevant information and data regarding communication and swallowing disorders.

1.2 SPA influences policy that has a direct impact, or a potential future impact on speech pathology professional practice.

1.3 SPA influences positive societal change in relation to communication and swallowing disorders.



Shadow Minister for Health and Ambulance Services MP John-Paul Langbroek with SPA National President Gaenor Dixon.  
Shadow Minister for Health and Science, Roger Cook with SPA CEO Gail Mulcair.

### Policy and advocacy

A key focus of the Association's policy and advocacy activity in 2016 was making submissions to a range of federal and state government inquiries and consultative processes. This activity included over 20 written submissions on a diverse range of issues, including:

- MBS Review: Proposed Obsolete MBS Item, Australian Government Department of Health, February 2016
- Future of Australia's Aged Care Sector Workforce, Senate Community Affairs References Group, March 2016
- Tasmanian Health Services Executive Reporting Structure, Tasmanian Government Minister for Health, March 2016
- Information, Linkages and Capacity Building (ILC) Commissioning Framework, National Disability Insurance Agency, April 2016
- Inquiry into Services for People with Autism Spectrum Disorder, Parliament of Victoria Family and Community Development Committee, April 2016
- Communication Accessibility: 2016 and Beyond, Department of Communications and the Arts, May 2016
- National Education Evidence Base, Productivity Commission, May 2016
- National Strategic Framework for Chronic Conditions, Australian Government Department of Health, June 2016
- Short Term Restorative Care Programme Manual, Department of Health and Ageing, June 2016
- Intermediary/Communication Assistant Scheme for Tasmania, Tasmanian Law Reform Institute, July 2016
- Simplifying Medical Treatment Decision Making and Advance Care Planning Position Paper, Victorian Government, July 2016
- Developing a Health Workforce Strategy for Queensland, Queensland Government, August 2016
- Review of the National Safety and Quality Health Service

Standards: Consultation Regulation Impact Statement, Australian Commission on Safety and Quality in Health Care, August 2016

- MBS Review: Principals Committee Report, Department of Health MBS Review Taskforce, November 2016
- Elder Abuse Issues Paper, Australian Law Reform Commission, September 2016
- Skilled Occupation List 2017-2018, Australian Government Department of Education and Training, November 2016
- Aged Care Legislative Review, Australian Government Department of Health, December 2016
- Fifth National Mental Health Plan, Australian Government Department of Health, December 2016
- Inquiry into Hearing Health and Wellbeing of Australia, Standing Committee on Health, Aged Care and Sport, December 2016.

### Submissions

In 2016, more than 30 executive level meetings with federal, state and territory parliamentarians, department officials and advocacy groups were conducted. Meetings focused on specific federal and state based advocacy issues, including disability, aged care, justice, mental health, students with disability in schools and national registration of the speech pathology profession.

Of particular note was the impact of the roll out of the National Disability Insurance Scheme (NDIS), where Association members experienced significant issues with the payment portal and registration. The Association's national office staff worked closely with the Office of Assistant Minister for Social Services and Disability Services, and the National Disability Insurance Agency (NDIA) to resolve these problems.

Other advocacy highlights in 2016 include:

- Meetings with federal senators, ministers and shadow ministers and their advisors, across health, education, disability, aged care, and mental health.

# INFLUENCE



SPA was represented at the Mental Health Policy Forum in Canberra by CEO, Gail Mulcair and Policy and Advocacy Manager, Ronelle Hutchison. WA Minister for Health The Hon John Day MLA opened SPA's National Conference in Perth. Below is SPA Director Robyn Stephen and SPA Professional Practice Senior Advisor Christine Lyons at the Inquiry into Services for People with Autism Spectrum Disorder.

- Attendance at the South Australian Parliamentary Inquiry into Education for Students with Disability.
- Appearance at the Victorian Parliamentary Inquiry into Services for People with Autism Spectrum Disorder.
- Appearance at the Senate Community Affairs References Committee hearing for the Inquiry into the Future of the Aged Care Workforce.
- Securing The Hon John Day, Western Australia's Minister for Health to open and address the Association's 2016 National Conference.
- The acceptance by the MBS Review Taskforce of the Association's recommendation for a MBS Stroboscopy item.
- Streamlining registration processes and exemption of small private practices in New South Wales (NSW) from NDIS third party verification requirements.
- Funding by the NSW Department of Education for a project supporting schools employing a speech pathologist.
- Acknowledgement by the Productivity Commission in its report into the Education Evidence Base of issues raised by the Association.

## Peak body representation

Speech Pathology Australia has maintained representation throughout 2016 on the following bodies:

- Allied Health Professions Australia
- Consumers Health Forum
- Department of Veterans' Affairs Health Consultative Forum
- Mental Health Australia
- National Aged Care Alliance
- National Alliance of Self Regulating Health Professions
- National Primary Healthcare Partnership
- National Rural Health Alliance
- Professions Australia

## Working groups and task forces

- ABS Survey of Disability, Ageing and Carers Working Group (SDAC)
- ASD Diagnosis Guidelines Steering Committee
- Australian Stroke Coalition
- Every Toddler Talking Stakeholder Reference Group
- International Dysphagia Diet Standardisation Initiative Australian Steering Committee
- Federal Department of Health Aged Care Standards Technical Advisory Group
- NDIS Early Childhood Intervention National Guidelines Working Group
- National Early Language and Literacy Coalition
- South Australian Transforming Health Allied Health and Scientific Professional Associates Group
- Victorian Allied Health Workforce Project
- Victorian Department of Education and Early Childhood Development Learning Difficulties and Dyslexia Working Group.
- NSW Witness Intermediary Scheme Registration Panel.





Author Alison Lester was inducted into the Book of the Year Hall of Fame by National President, Gaenor Dixon. The recipients of the major prizes in the Book of the Year Awards.



## Book of the Year

The Book of the Year Awards were an outstanding success in 2016, with the awards ceremony hosted for a second time by the State Library of Queensland.

In its thirteenth year, the awards received over 150 nominations. The winners in the award's five categories were:

**Birth to 3 years:** *Once I Heard a Little Wombat* by Renee Trembl

**Three to 5 years:** *Something Wonderful* by Raewyn Caisley  
(Illustrated by Karen Blair)

**Five to 8 years:** *Funky Chicken: Chooks in Space* by Chris Collin  
(Illustrated by Megan Kitchin)

**Eight to 10 years:** *New Boy* by Nick Earls

**Indigenous children:** *The Pearl-shell Diver* by Kay Crabbe

In addition, well-known and successful children's writer, Alison Lester (and former Speech Pathology Australia Book of the Year winner) was inducted into the Book of the Year Hall of Fame with the presentation of the Speech Pathology Australia Children's Language and Literature Award. Previous Hall of Fame inductees include Mem Fox, Graeme Base, and Morris Gleitzman.

## International Communication Project

Speech Pathology Australia was one of the founding organisations behind the formation of the International Communication Project.

In 2016 the International Communication Project (ICP) set about mapping a detailed three year plan to implement its engagement and advocacy strategy, developed in the ICP toolkit (report) produced by Weber Shandwick, an internationally recognised consulting business.

In August 2016, the Association's National President and Chief Executive Officer represented the Association, at the International Association of Logopedics and Phoniatrics (IALP) Congress in Dublin, Ireland. A small contingent of Association members attended the congress, including Professor Linda Worrall, who was one of the principal keynote speakers.

The Association was formally involved in two presentations with the International Communication Project. A particular highlight was a panel presentation on Global Reach for Communication as a Basic Human Right through the ICP, involving five presentations by Dr Gloria Weddington (Guyana); Dr Shyamani Hettiarachchi (Sri Lanka); Mr Dien Le Khan (Vietnam), via video and represented by Professor Lindy McAllister on the panel; Ms Nana Akua Owasu (Ghana), via video and represented by Ms Karen Wylie on the panel; and Ms Sue Park (Fiji).

In addition, discussions were held with other ICP members and the IALP. These focused on how best to leverage influence with the United Nations and the World Health Organization to achieve international recognition of communication as a disability, and world-wide accepted standards for communication inclusivity.

The congress closed with the news that the New Zealand Speech-Language Therapists' Association will host the IALP Congress in 2022.



# INFLUENCE



Western Australia and Queensland branch members celebrating Speech Pathology Week.

## Speech Pathology Week

Speech Pathology Week seeks to promote the speech pathology profession and the role of speech pathologists in supporting people with communication and swallowing disorders. The theme for Speech Pathology Week in 2016 was *Speech Pathologists – Creating Futures*.

The *Speech Pathologists – Creating Futures* theme allowed Association members and their state Branches the opportunity to promote all the different aspects of the speech pathology profession, the work of the profession, and the various settings in which this work is undertaken.

As part of the campaign 70,000 mini-mags were distributed nationally to promote Speech Pathology Week and the speech pathology profession more generally. The mini-mags were a postcard-sized 12 page booklet. Each page carried information about the profession with a unique URL, linking the page with more specific information on the Association's website. The mini-mags were distributed in every state and territory and in a limited number of regional centres.

## Swallowing Awareness Day

In 2016, Speech Pathology Australia hosted its inaugural Swallowing Awareness Day.

The day generated a sizeable amount of media interest and was well supported by activities undertaken by Association members and their state Branches. A campaign kit produced for the day was well used and there was clear evidence that Dizzy, the Association's mascot for the day, was busy promoting the campaign. Social media ran hot with #900swallows and #dysphagia highlighting the involvement of speech pathologists globally, as well as in Australia.

## Digital technology

The Association launched a new closed Facebook community (Justice Member Community) for members committed to advancing speech pathology services within the justice sector. The Association currently maintains ten closed Facebook member communities, plus separate closed Facebook member communities for each state and territory Branch.

In 2016, the Association launched its new redeveloped corporate website. The new site incorporated a new look and feel and cleaner lines to make the whole experience for users more rewarding. A major feature of the new site is that it is mobile friendly, meaning the site can be viewed on smartphones and tablet devices.

The new website also seamlessly integrates with the Association's membership and events database, making it easier for members to renew their membership and book events.

At the end of 2016, the Association had 7491 followers on Twitter and 1940 on Instagram, with 12,010 likes on its Facebook page.



 12,010 likes

 7491 followers

 1940 followers

# STANDARDS

## 2

### Strategic Imperative

## PROFESSIONAL STANDARDS

2.1 Speech Pathology Australia (SPA) is the organisation that sets, monitors and regulates standards of speech pathology practice across the continuum – from entry level to advanced practice.

2.2 SPA sets and upholds recognised standards for self-regulation.

2.3 SPA sets the standards for ethical professional practice and supports members to be evidence-based in their practice.

2.4 SPA supports members to achieve excellence in professional standards.



Life membership award recipients Dr Suze Leitão, and Alan Howarth.

Dr Bronwyn Hemsley (left) received the Speech Pathology Australia Fellowship Award.

### Continuing professional development

In 2016 there were a total of 3,230 registrations for Continuing Professional Development (CPD) events, including 41 Branch CPD events with 1339 registrations. There were also eight live and ten recorded CPD online events resulting in 1691 registrations for recordings.

The average quality of presentation rating for Branch CPD events was a very high 4.8 out of a maximum possible of 5.

The 2016 National Tour by Dr Jade Cartwright was very well received incorporating an online event and six workshops in various states on Dementia is our Business: Speech Pathology Services for People Living with Dementia across the Continuum of Care.

Monthly CPD Live online events covered an array of clinical areas, presented by a number of highly experienced and respected speakers. Members also accessed the online resources of the SPA Ethics Education Package and the Evidence-Based Practice Independent Study Resource, and hired items from the CPD events library.

The Association's Facebook member communities continued to grow in the range of communities offered and the number of members, with the purpose of supporting members' professional development and sharing of professional resources. The two largest groups were the APPropriate Apps and the Private Practice communities, with 2105 members and 1700 members respectively.

A review of Association's Professional Development program was undertaken in 2016, facilitated by an independent consultant in conjunction with the Professional Development Advisory Group, which comprised a range of representatives from the Association's Board, staff, and membership.

### Association awards and member recognition

#### Speech Pathology Australia Awards

It was a year of achievements for a number of members of Speech Pathology Australia.

Mr Alan Howarth and Dr Suze Leitão were awarded Speech Pathology Australia Life Membership.

Associate Professor Bronwyn Hemsley was awarded Speech Pathology Australia Fellowship.

Ms Meg Maggiore and Ms Susan Park were presented with Service to the Association Awards.

Ms Lucy Fitzsimons and Ms Alice Crook received Early Career Awards.

#### Other awards and recognition

Adjunct Associate Professor Dimity Doran was named a Fellow by the Australian Academy of Technological Sciences and Engineering (ATSE).

Ms Alesiha Davis, a certified listening and spoken language specialist and speech pathologist, was rewarded with top honours at the 2016 Sydney City Business Awards as a recipient of the Business Leader Category Award.

Charles Sturt University PhD student, Ms Sarah Masso, was awarded a Federal Government Endeavour Research Fellowship to work with leading international researchers in Newfoundland, Canada.

## 3 Strategic Imperative

### FUTURE READY

3.1 Speech Pathology Australia (SPA) is the lead organisation to inform and advance future directions of speech pathology.

3.2 SPA supports members to be future ready through innovation and new technologies.

3.3 SPA develops leadership capacity within the profession.

3.4 SPA understands the needs and projections for the speech pathology workforce in Australia.

### Tasmanian Australian of the Year

On 11 November 2016, Rosalie Martin (pictured below) was named Tasmanian Australian of the Year and was a candidate for the 2017 Australian of the Year Awards. Rosalie (or Rosie to her friends and colleagues) is a long-term member of Speech Pathology Australia and the current Chair of the Tasmanian Branch of the Association.



### Clinical Guidelines

In 2016, the Association released two separate clinical guidelines in stuttering management and literacy.

The Clinical Guideline in Stuttering Management is consistent with requirements of speech pathology associations worldwide for their members to use evidence-based practices. Beyond that broad influence, two background developments in the field compelled its construction. The first development was increasing evidence during past decades of quality of life impairment caused by stuttering during the lifespan, notably mental health problems. The second influence was increasing evidence during those decades of effective clinical control of stuttering shortly after onset during early childhood.

The literacy clinical guideline has been developed to provide guidance to speech pathologists working in the literacy domain, with literacy underpinned by strong language competency.

Both sets of guidelines are available from the Association's website as member-only documents.

### National Conference

The Association held its National Conference at the Convention Centre in Perth from 15–18 May 2016. More than 757 delegates attended the conference which was themed *Making Waves*.

The conference was opened by The Hon. John Day MLA, Western Australian Health Minister. Emeritus Professor Pamela (Pam) Enderby started conference week presenting her keynote presentation: Speech pathology as the Masterchef: Getting the right ingredients and stirring the pot. Dr Susan Ebbels followed with her keynote presentation: Carrying out intervention research in clinical practice.

The 2016 Elizabeth Usher Memorial Lecture was delivered by Professor Andrew Whitehouse: Can we prevent disability in autism through infant interventions? Re-writing the rulebook.

There were over 90 presentations and workshops delivered during the conference, along with an impressive array of posters on display. These were universally well received and represented a diverse range of clinical and research topics.



# FUTURE



## Speech Pathology 2030 Project

On 11 August 2016 Federal Disability Discrimination Commissioner Alistair McEwin launched the final report of the Speech Pathology 2030 Project. The launch of the report was attended by over 200 members and key stakeholders, and was streamed live via the Association's YouTube channel.

The launch took place during Speech Pathology Week 2016, which had as its theme *Speech Pathology – Creating Futures*. The project was the culmination of the involvement and input of over 1000 speech pathologists, clients and thought leaders.

The project's final report outlines a vision for the future of speech pathology in Australia. The vision sets an ambitious new direction to take advantage of the opportunities and challenges that the future presents. The vision is underpinned by eight core aspirations:

- Communication accessible communities
- Access for all
- Timely services across the lifespan
- Clients and communities driving service delivery
- Skilled and confident families and carers
- Quality services, innovation and continual pursuit of knowledge
- Collaborative professional partnerships
- Diverse and dynamic workforce.

The project's final report is also the foundation for the Association's new Strategic Plan 2017-2019. The eight core aspirations will find voice in the new strategic plan, which will outline how these aspirations will be developed or implemented as the Association and the profession move towards 2030.



## International Dysphagia Diet Standardisation Initiative

The International Dysphagia Diet Standardisation Initiative (IDDSI) is an international, multi-disciplinary group of volunteers who have been collaborating since 2012 to develop standardised terminology for texture modified foods and thickened liquids for people with dysphagia.

Members from both Speech Pathology Australia and the Dietitians Association of Australia (DAA) provided feedback regarding the implementation of the framework in Australia.

The Association and the DAA hosted a stakeholder forum in November 2016, which was attended by representatives from the speech pathology and dietitian associations in Australia and New Zealand, as well as representatives of food services and product industries. At this forum the consensus was to adopt the new IDDSI framework. The Boards of both Speech Pathology Australia and the DAA subsequently ratified the decision to endorse and implement the IDDSI framework in Australia.

The next step towards implementation is to establish a steering committee to begin the task of assessing the risks, as well as planning an appropriate timeline and resources for implementation.



# Financial statements

For the year ended 31 December 2016

# Financial report

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Speech Pathology Australia's financial accounts for the end of 2016 reflect a continued sound position. Growth in membership as well as other stable income streams has strengthened financial sustainability with a profit achieved after all expenses.

Total equity of \$2,691,258 has increased by approximately 12% from the previous year, following a net profit after tax of \$287,820. This follows a loss in equity incurred in the previous year. Changes in how the owned premises at Bank Place are represented have occurred due to the property now considered an investment as it now earns rental and capital appreciation. This asset remains shown at the purchase price of \$316,348 with it still noted that an estimated value, if realised at sale, could be in the range of \$1,050,000 to \$1,150,000. Other fixed assets include furniture and equipment, with carrying amounts shown after depreciation and amortisation.

Further equity is shown in Cash Reserve Assets and bequest funds, predominantly held in term deposits. Bequest funds for the Elizabeth Usher Lecture fund, Murie Pollen bequest, and Nadia Verrall Memorial Research Scholarship grant are noted in note 20. Other income includes payments to be received from sundry debtors and prepayments.

These assets are offset in part by Current and Non-current Liabilities of sundry creditors (payments yet to be paid), employee entitlement provisions and money received in advance for the 2017 year or subsequent years. In the case of the Queensland Registration Board Legacy Fund, the balance of \$627,673 is held in trust for expenditure across a ten year period for designated annual grants and programs to benefit the profession in Queensland.

The Detailed Profit and Loss Statement highlights that the overall total income for the year was considerably more than that of the previous year, while the expenses, although higher than that of the previous year, rose to a proportionately less level.

The principal income for the Association from membership subscriptions increased by \$420,737, consistent with a strong increase in membership numbers which exceeded projected targets. Conference registration and exhibition income was strong against the previous year, while CPD income only rose slightly. Publications income and rental of Bank Place was above that of last year, while income from Professional Services and Reimbursements, primarily yielded from University Accreditation and Overseas Qualifications assessment fees, was well above the level received last year. Grant income from the Department of Health "Embedding Simulation in Clinical Training in Speech Pathology Project – Phase 2" and the receipt of partial funds from the Queensland Registration Board Legacy Fund, is largely offset by associated expenditure, excluding project management fees

received against both programs. Other items of income showed no significant variances from the previous year.

Expenses span many areas of general operating costs and include expenses of catering, venue and audio-visual for educational events; consultancy fees for CPD speakers and professional services; accommodation and travelling for Board, Branch and member meetings; computer operations; and printing of promotional merchandise and publications. Expenses for the Simulated Learning project (shown within consultancy expenses) and grant programs under the QRBLF, as referred to previously, were offset by income received. Staffing expenses for salaries and overheads have risen proportionately to extensions in advocacy work and strategic projects undertaken. Significant increases in consultancy, catering and travel, are in part due to the significant, landmark project undertaken to shape and develop a powerful and aspirational vision for the future – *Speech Pathology 2030: making futures happen*.

The Association's equity remains very strong and provides the basis upon which the Association can continue to extend and enhance its member services and deliver on the Association's strategic plan. A new ambitious strategic plan has been developed for the next three-year period, which can be confidently progressed given the strength and sustainability of the Association, along with the commitment of the Board and CEO with respect to strong financial and fiduciary management.

**Belinda Hill (Price)**  
Director, Vice President Operations

# Directors' report

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The Directors of The Speech Pathology Association of Australia Limited present their report for the year ended 31 December 2016 and the Independent Audit Report thereon.

## Director details

The following persons were Directors of The Speech Pathology Association of Australia Ltd during or since the end of the financial year.

### Gaenor Dixon

*President*

Bachelor of Speech Pathology, Latrobe University  
Graduate Diploma Health Research Methodology,  
Latrobe University  
Bachelor of Teaching, University of New England

### Robyn Stephen

*Vice President Communications*

*Member of Governance Subcommittee*

Bachelor of Applied Science (Speech Pathology),  
Lincoln Institute of Health Sciences

### Chyrisse Heine

*Member of Governance Subcommittee*

Bachelor of Arts (Speech & Hearing Therapy),  
University of the Witwatersrand  
Master of Arts (Audiology),  
University of the Witwatersrand  
Doctor of Philosophy, Latrobe University

### Leone (Lee) McGovern

Licentiate of Australian College of Speech Therapists  
Bachelor of Arts (Anthropology/Anthropological Linguistics),  
University of Western Australia  
Master of Arts (Public Policy), Murdoch University  
Bachelor of Arts (Legal Studies), Edith Cowan University  
*Appointed 16 May 2016*

### Belinda Hill (Price)

*Vice President Operations*

*Member of Finance, Audit and Risk Subcommittee*

Bachelor of Applied Science (Speech Pathology), University of Sydney  
Master of Applied Linguistics, Macquarie University

### Timothy Kittel

*Member of Finance Audit and Risk Subcommittee*

Bachelor of Arts (Honours: English Literature),  
The University of Adelaide  
Bachelor of Speech Pathology, Flinders University

### Brooke Sanderson

*Member of Finance, Audit and Risk Subcommittee*

Bachelor of Science (Human Communication Science),  
Curtin University of Technology  
Master of Business Administration,  
University of Western Australia

### Asher Verheggen

Bachelor of Science (Human Communication Science),  
Curtin University of Technology  
*Concluded 16 May 2016*

## Company Secretary

### Gail Mulcair

Bachelor of Applied Science (Speech Pathology),  
Lincoln Institute of Health Sciences  
Graduate Diploma of Management, RMIT  
Master of Business, RMIT

## Principal activities

During the year, the principal activities of the company were in relation to being the professional association for the speech pathology profession in Australia. There have been no significant changes in the nature of these activities during the year.

## Short-term and long-term objectives

The Company's short-term and long-term objectives are to:

- prescribe, guide and govern the clinical and ethical standards of members in their practice of speech pathology
- facilitate and promote opportunities for members to pursue knowledge and develop professionally
- disseminate professional positions to key stakeholder groups including: the government, consumers, referrers and the public;
- advocate for and respond to the needs of clients with communication and swallowing difficulties;
- promote timely access to services; and
- represent the interests and views of members of the Association.

### Strategy for achieving short and long-term objectives

To achieve these objectives, the group had adopted the following strategies:

- be proactive representatives seeking recognition and opportunities for our clients, the profession of speech pathology and the Association;
- have the information, knowledge and skills to be highly informed advisers;
- be viewed as the first point of contact for all matters concerning speech pathology and difficulties in communication and swallowing;
- value our Association and promote it to others, including government, employers and non-members.

### Directors' meetings

The number of meetings of Directors (including meetings of Committees of Directors) held during the year and the number of meetings attended by each Director is as follows:

#### Board meetings

	A	B
Gaenor Dixon	4	4
Chyrisse Heine	4	4
Belinda Hill (Price)	4	4
Timothy Kittel	4	4
Leone (Lee) McGovern	2	2
Brooke Sanderson	4	4
Robyn Stephen	4	4
Asher Verheggen	2	1

#### Board Executive Subcommittee

	A	B
Gaenor Dixon	5	5
Robyn Stephen	5	5
Belinda Hill (Price)	5	5

#### Finance and Audit & Risk Subcommittee

	A	B
Belinda Hill (Price)	4	4
Brooke Sanderson	4	4
Timothy Kittel (Appointed to subcommittee 16 May 2016)	2	2

#### Governance Subcommittee

	A	B
Gaenor Dixon	5	5
Chyrisse Heine (Appointed to subcommittee 16 May 2016)	2	2
Robyn Stephen	5	5
Asher Verheggen (Concluded 16 May 2016)	3	3

Where:

- column A is the number of meetings the Director was entitled to attend
- column B is the number of meetings the Director attended

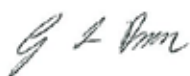
### Contribution in winding up

The Company is incorporated under the *Corporations Act 2001* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$100 each towards meeting any outstanding obligations of the entity. At 31 December 2016, the total amount that members of the company are liable to contribute if the Company wound up is \$754,800 (2015: \$692,900).

### Auditor's independence declaration

A copy of the Auditor's Independence Declaration as required under s.307C of the *Corporations Act 2001* is included in page 17 of this financial report and forms part of the Directors' Report.

Signed in accordance with a resolution of the Directors:



Gaenor Dixon  
President  
Dated 17 March 2017



Belinda Hill (Price)  
Vice President Operations

# Auditor's independence declaration



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## **AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF THE SPEECH PATHOLOGY ASSOCIATION OF AUSTRALIA LTD**

In accordance with the requirements of section 307C of the Corporations Act 2001, as lead auditor for the audit of The Speech Pathology Association of Australia Ltd for the year ended 31 December 2016, I declare that, to the best of my knowledge and belief, there have been:

- a no contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit; and
- b no contraventions of any applicable code of professional conduct in relation to the audit.

*Grant Thornton*

GRANT THORNTON AUDIT PTY LTD  
Chartered Accountants

*Eric W Passaris*

Eric Passaris  
Partner - Audit & Assurance

Melbourne, 17 March 2017

Grant Thornton Audit Pty Ltd ACN 130 913 594  
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# Statement of profit or loss and other comprehensive income

For the year ended 31 December 2016

	Notes	2016 \$	2015 \$
Revenue	5	5,150,546	4,347,393
Other income	5	73,593	44,494
Employee benefits expense	12.1	(1,746,877)	(1,528,945)
Depreciation expense		(48,274)	(28,667)
Amortisation expense		(8,964)	(7,937)
Loss on sale of property, plant and equipment		(139)	(4,997)
Member services expenses		(2,825,621)	(2,516,476)
Other expenses		(266,452)	(326,356)
<b>Surplus/(deficit) before income tax</b>		<b>327,812</b>	<b>(21,491)</b>
Income tax expense	4.9	(39,992)	(2,931)
<b>Surplus/(deficit) for the year</b>		<b>287,820</b>	<b>(24,422)</b>
<b>Other comprehensive income</b>			
<b>Other comprehensive income for the period, net of income tax</b>		-	-
<b>Total comprehensive income/(loss) for the period</b>		<b>287,820</b>	<b>(24,422)</b>

This statement should be read in conjunction with the notes to the financial statements.

# Statement of financial position

As at 31 December 2016

	Notes	2016 \$	2015 \$
<b>Assets</b>			
<b>Current</b>			
Cash and cash equivalents	6	4,111,954	4,130,105
Trade and other receivables	7	104,850	15,186
Income tax receivable		-	8,451
Other assets	10	195,578	195,315
Current assets		4,412,382	4,349,057
<b>Non-current</b>			
Trade and other receivables	7	-	-
Investment property	8	316,348	316,348
Property, plant and equipment	9	334,465	330,144
Non-current assets		650,813	646,492
<b>Total assets</b>		<b>5,063,195</b>	<b>4,995,549</b>
<b>Liabilities</b>			
<b>Current</b>			
Trade and other payables	11	376,652	376,710
Provisions	12.2	287,015	319,492
Income tax		29,408	-
Other liabilities	13	1,663,161	1,865,109
Current liabilities		2,356,236	2,561,311
<b>Non-current</b>			
Provisions	12.2	15,701	30,800
Non-current liabilities		15,701	30,800
<b>Total liabilities</b>		<b>2,371,937</b>	<b>2,592,111</b>
<b>Net assets</b>		<b>2,691,258</b>	<b>2,403,438</b>
<b>Equity</b>			
Retained earnings		2,691,258	2,403,438
<b>Total equity</b>		<b>2,691,258</b>	<b>2,403,438</b>

This statement should be read in conjunction with the notes to the financial statements.

## Statement of changes in equity

For the year ended 31 December 2016

	Notes	Retained earnings \$	Total equity \$
Balance at 1 January 2015		2,427,860	2,427,860
Profit for the year		(24,422)	(24,422)
Other comprehensive income		-	-
Total comprehensive income for the year		2,403,438	2,403,438
<b>Balance at 31 December 2015</b>		<b>2,403,438</b>	<b>2,403,438</b>
Balance at 1 January 2016		2,403,438	2,403,438
Profit for the year		287,820	287,820
Other comprehensive income		-	-
Total comprehensive income for the year		287,820	287,820
<b>Balance at 31 December 2016</b>		<b>2,691,258</b>	<b>2,691,258</b>

This statement should be read in conjunction with the notes to the financial statements.

# Statement of cash flows

For the year ended 31 December 2016

	Notes	2016	2015
		\$	\$
<b>Operating services</b>			
Receipts from member services		5,026,627	4,639,257
Payments to members, suppliers and employees		(5,088,532)	(4,170,010)
Interest received		105,452	121,304
<b>Net cash provided by operating activities</b>	15	<b>43,547</b>	<b>590,551</b>
<b>investing activities</b>			
Purchase of property, plant and equipment		(61,698)	(327,481)
Proceeds from disposals of property, plant and equipment		-	-
<b>Net cash provided by/(used in) investing activities</b>		<b>(61,698)</b>	<b>(327,481)</b>
<b>Net change in cash and cash equivalents</b>		<b>(18,151)</b>	<b>263,070</b>
Cash and cash equivalents, beginning of year		4,130,105	3,867,035
<b>Cash and cash equivalents, end of year</b>	6	<b>4,111,954</b>	<b>4,130,105</b>

This statement should be read in conjunction with the notes to the financial statements.

# Notes to the financial statements

## 1 Nature of operations

The Speech Pathology Association of Australia Ltd principal activities were in relation to being the professional association for the speech pathology profession in Australia.

## 2 General information and statement of compliance

The general purpose financial statements of the Company have been prepared in accordance with the requirements of the *Corporations Act 2001*, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board - Reduced Disclosure Requirements. A Statement of Compliance with the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) cannot be made due to the Company applying not-for-profit specific requirements contained in the Australian Accounting Standards.

The Speech Pathology Association of Australia Ltd is a Public Company limited by guarantee incorporated and domiciled in Australia. The address of its registered office and its principal place of business is Level 1, 114 William Street, Melbourne, VIC, Australia.

The financial statements for the year ended 31 December 2016 were approved and authorised for issue by the Board of Directors on 17 March 2016.

## 3 Changes in accounting policies

### 3.1 Changes in accounting estimates

During the current reporting period, the Company did not have any changes in accounting estimates.

### 3.2 New and revised standards that are effective for annual periods beginning on or after 1 January 2016

A number of new and revised standards became effective for the first time to annual periods beginning on or after 1 January 2016, however, none were of significance to the Company.

### 3.3 Accounting standards issued but not yet effective and not been adopted early by the Company.

Entities applying Australian Accounting Standards – Reduced Disclosure Requirements (RDR) are not required to disclose Accounting Standards issued but not yet effective. Accordingly none of the RDR requirements have been included in the table.

## 4 Summary of accounting policies

### 4.1 Overall considerations

The significant accounting policies that have been used in the preparation of these financial statements are summarised below.

The financial statements have been prepared using the measurement bases specified by Australian Accounting Standards for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies below.

### 4.2 Revenue

Revenue comprises revenue from member services and government grants. Revenue from major products and services is shown in note 5.

Revenue is measured by reference to the fair value of consideration received or receivable by the Company for goods supplied and services provided, excluding sales taxes, rebates, and trade discounts.

Revenue is recognised when the amount of revenue can be measured reliably, collection is probable, the costs incurred or to be incurred can be measured reliably, and when the criteria for each of the Company's different activities have been met. Details of the activity-specific recognition criteria are described below.

### Government grants

A number of the Company's programs are supported by grants received from the federal, state and local governments.

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

Where a grant is received on the condition that specified services are delivered to the grantor, this is considered a reciprocal transaction. Revenue is recognised as services are performed and at year end a liability is recognised until the service is delivered.

Revenue from a non-reciprocal grant that is not subject to conditions is recognised when the Company obtains control of the funds, economic benefits are probable and the amount can be measured reliably. Where a grant may be required to be repaid if certain conditions are not satisfied, a liability is recognised at year end to the extent that conditions remain unsatisfied.

Where the Group receives a non-reciprocal contribution of an asset from a government or other party for no or nominal consideration, the asset is recognised at fair value and a corresponding amount of revenue is recognised.

### Member services

Fees charged for membership and services provided to clients are recognised when the service is provided.

### Bequests

Bequests are recognised when the legacy is received. Revenue from legacies comprising bequests of shares or other property are recognised at fair value, being the market value of the shares or property at the date the Company becomes legally entitled to the shares or property.

### Interest income

Interest income is recognised on an accrual basis using the effective interest method.

### 4.3 Operating expenses

Operating expenses are recognised in profit or loss upon utilisation of the service or at the date of their origin.

### 4.4 Intangible assets

#### Recognition of other intangible assets

#### Acquired intangible assets

Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and install the specific software.

#### Subsequent measurement

All intangible assets are accounted for using the cost model whereby capitalised costs are amortised on a straight-line basis over their estimated useful lives, as these assets are considered finite. Residual values and useful lives are reviewed at each reporting date. In addition, they are subject to impairment testing as described in Note 4.8. The following useful lives are applied:

- software: 3-5 years

Amortisation has been included within depreciation and amortisation.

Subsequent expenditures on the maintenance of computer software and brand names are expensed as incurred.

When an intangible asset is disposed of, the gain or loss on disposal is determined as the difference between the proceeds and the carrying amount of the asset, and is recognised in profit or loss within other income or other expenses.

#### 4.5 Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation, and are accounted for using the cost model.

Rental income and operating expenses from investment property are reported within revenue and other expenses respectively, and are recognised as described in Notes 4.2 and 4.3.

#### 4.6 Property, plant and equipment

##### **Buildings, plant and other equipment**

Buildings, plant and other equipment (comprising fittings and furniture) are initially recognised at acquisition cost, including any costs directly attributable to bringing the assets to the location and condition necessary for it to be capable of operating in the manner intended by the Company's management.

Buildings, plant and other equipment are subsequently measured using the cost model, cost less subsequent depreciation and impairment losses.

Depreciation is recognised on a straight-line basis to write down the cost less estimated residual value of buildings, plant and other equipment. The following useful lives are applied:

- buildings: 25-50 years
- plant and equipment: 3-20 years
- leasehold improvements: 3-20 years
- computer hardware: 3-7 years.

In the case of leasehold property, expected useful lives are determined by reference to comparable owned assets or over the term of the lease, if shorter.

Material residual value estimates and estimates of useful life are updated as required, but at least annually.

Gains or losses arising on the disposal of property, plant and equipment are determined as the difference between the disposal proceeds and the carrying amount of the assets and are recognised in profit or loss within other income or other expenses.

#### 4.7 Leases

##### **Operating leases**

Where the Company is a lessee, payments on operating lease agreements are recognised as an expense on a straight-line basis over the lease term. Associated costs, such as maintenance and insurance, are expensed as incurred.

#### 4.8 Financial instruments

##### **Recognition, initial measurement and derecognition**

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions of the financial instrument, and are measured initially at fair value adjusted by transactions costs, except for those carried at fair value through profit or loss, which are measured initially at fair value. Subsequent measurement of financial assets and financial liabilities are described below.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

##### **Classification and subsequent measurement of financial assets**

For the purpose of subsequent measurement, financial assets other than those designated and effective as hedging instruments are classified into the following categories upon initial recognition:

- loans and receivables
- financial assets at Fair Value Through Profit or Loss (FVTPL)
- Held-To-Maturity (HTM) investments
- Available-For-Sale (AFS) financial assets

All financial assets except for those at FVTPL are subject to review for impairment at least at each reporting date to identify whether there is any objective evidence that a financial asset or a group of financial assets is impaired. Different criteria to determine impairment are applied for each category of financial assets, which are described below.

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs or finance income, except for impairment of trade receivables which is presented within other expenses.

##### **Loans and receivables**

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less provision for impairment. Discounting is omitted where the effect of discounting is immaterial. The Company's trade and most other receivables fall into this category of financial instruments.

Individually significant receivables are considered for impairment when they are past due or when other objective evidence is received that a specific counterparty will default. Receivables that are not considered to be individually impaired are reviewed for impairment in groups, which are determined by reference to the industry and region of a counterparty and other shared credit risk characteristics. The impairment loss estimate is then based on recent historical counterparty default rates for each identified company.

##### **HTM investments**

HTM investments are non-derivative financial assets within fixed or determinable payments and fixed maturity other than loans and receivables. Investments are classified as HTM if the company has the intention and ability to hold them until maturity.

HTM investments are measured subsequently at amortised cost using the effective interest method. If there is objective evidence that the investment is impaired, determined by reference to external credit ratings, the financial asset is measured at the present value of estimated future cash flows. Any changes to the carrying amount of the investment, including impairment losses, are recognised in profit or loss.

##### **Classification and subsequent measurement of financial liabilities**

The Company's financial liabilities include borrowings and trade and other payables.

Financial liabilities are measured subsequently at amortised cost using the effective interest method, except for financial liabilities held for trading or designated at FVTPL, that are carried subsequently at fair value with gains or losses recognised in profit or loss.

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in profit or loss are included within finance costs or finance income.

#### **4.9 Income taxes**

Non-member income of the Association is the only income assessable for taxation, as member income is excluded under the principle of mutuality.

The income tax expense (revenue) for the year comprises current income tax expense (income).

Current income tax expense charged to profit or loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantially enacted, as at the end of the reporting date. Current tax liabilities (assets) are therefore measured at the amounts expected to be paid to (recovered from) the relevant taxation authority.

Current and deferred income tax expense (income) is charged or credited directly to equity instead of the profit or loss when the tax relates to items that are credited or charged directly to equity.

Current tax assets and liabilities are offset where a legally enforceable right of set-off exists and it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur. Deferred tax assets and liabilities are offset where a legally enforceable right of set-off exists, the deferred tax assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where it is intended that net settlement or simultaneous realisation and settlement of the respective asset and liability will occur in future periods in which significant amounts of deferred tax assets and liabilities are expected to be recovered or settled.

#### **4.10 Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and demand deposits, together with other short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value.

#### **4.11 Employee benefits**

##### ***Short-term employee benefits***

Short-term employee benefits are benefits, other than termination benefits, that are expected to be settled wholly within twelve (12) months after the end of the period in which the employees render the related service. Examples of such benefits include wages and salaries, non-monetary benefits and accumulating sick leave. Short-term employee benefits are measured at the undiscounted amounts expected to be paid when the liabilities are settled.

##### ***Other long-term employee benefits***

The Company's liabilities for annual leave and long service leave are included in other long term benefits as they are not expected to be settled wholly within twelve (12) months after the end of the period in which the employees render the related service. They are measured at the present value of the expected future payments to be made to employees. The expected future payments incorporate anticipated future wage and salary levels, experience of employee departures and periods of service, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate

bonds (2015: corporate bonds) that have maturity dates that approximate the timing of the estimated future cash outflows. Any re-measurements arising from experience adjustments and changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

The Company presents employee benefit obligations as current liabilities in the statement of financial position if the Company does not have an unconditional right to defer settlement for at least twelve (12) months after the reporting period, irrespective of when the actual settlement is expected to take place.

#### **4.12 Provisions, contingent liabilities and contingent assets**

Provisions are measured at the estimated expenditure required to settle the present obligation, based on the most reliable evidence available at the reporting date, including the risks and uncertainties associated with the present obligation. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. Provisions are discounted to their present values, where the time value of money is material.

Any reimbursement that the Company can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset. However, this asset may not exceed the amount of the related provision.

No liability is recognised if an outflow of economic resources as a result of present obligation is not probable. Such situations are disclosed as contingent liabilities, unless the outflow of resources is remote in which case no liability is recognised.

#### **4.13 Deferred income**

The liability for deferred income is the Membership Fees paid in Advance and the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within twelve (12) months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds twelve (12) months after the reporting date or the conditions will only be satisfied more than twelve (12) months after the reporting date, the liability is discounted and presented as non-current.

#### **4.14 Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

#### **4.15 Significant management judgement in applying accounting policies**

When preparing the financial statements, management undertakes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses.

##### ***Estimation uncertainty***

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.

## Long service leave

The liability for long service leave is recognised and measured at the present value of the estimated cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

## 5 Revenue

The Company's revenue may be analysed as follows for each major product and service category:

	2016	2015
	\$	\$
<b>Revenue</b>		
<b>Member services</b>		
• Member subscriptions	3,158,447	2,737,710
• Publication income	67,280	41,015
• Eligibility fees	50,649	47,647
• Insurance administration fees	82,918	84,021
• Member services	16,348	19,868
• Continuing education	364,326	356,785
• Conference	494,337	334,874
• Professional resources and services	298,190	108,668
• Copyright royalties	28,197	25,702
• Grants	478,865	465,562
• Resource guide	5,537	4,236
<b>Investment income:</b>		
• Interest	105,452	121,305
	<b>5,150,546</b>	<b>4,347,393</b>
<b>Other income</b>		
Net gain on disposal of property, plant and equipment	-	-
Sundry	3,750	7
Rent	69,843	44,487
	<b>5,224,139</b>	<b>4,391,887</b>

## 6 Cash and cash equivalents

Cash and cash equivalents consist the following:

	2016	2015
	\$	\$
Cash on hand	500	500
Cash at bank	1,046,450	963,198
Short term deposits	3,065,004	3,166,407
<b>Cash and cash equivalents</b>	<b>4,111,954</b>	<b>4,130,105</b>

### 6.1 Reconciliation of cash

Cash at the end of the financial year as shown in the statement of cash flows is reconciled in the statement of financial position as follows:

	Notes	2016	2015
		\$	\$
Cash and cash equivalents		4,111,954	4,130,105

## 7 Trade and other receivables

	2016	2015
	\$	\$
<b>Current</b>		
Trade receivables, gross	104,850	15,186
Provision for impairment	-	-
Other receivables	-	-
GST receivable	-	-
	<b>104,850</b>	<b>15,186</b>
<b>Non-current</b>		
Other receivables	-	-
	-	-

All amounts are short-term. The net carrying value of trade receivables is considered a reasonable approximation of fair value.

All of the Company's trade and other receivables have been reviewed for indicators of impairment. No trade receivables were found to be impaired and no allowance for credit losses is required.

## 8 Investment property

Investment property includes a property in Bank Place, Melbourne, which was previously occupied as our head office, and is now owned to earn rentals and capital appreciation.

The investment property is carried at cost and has not been depreciated. A market appraisal conducted by Hudson Bond Commercial on 24 January 2014 indicated a possible market reselling price in the range of \$1,050,000 to \$1,150,000; hence there are no indicators that its carrying value would be impaired. Its carrying amount is as follows:

	\$
<b>Carrying amount 1 January 2015</b>	<b>316,348</b>
Additions	-
Disposals	-
<b>Carrying amount 31 December 2015</b>	<b>316,348</b>
Additions	-
Disposals	-
<b>Carrying amount 31 December 2016</b>	<b>316,348</b>

## 9 Property, plant and equipment

Details of the Company's property, plant and equipment and their carrying amount are as follows:

	Buildings Fitout	Plant & equipment	Software	Total
	\$	\$	\$	\$
Balance 1 Jan 2016	230,576	179,673	25,502	435,751
Additions	-	13,252	39,482	52,734
Disposals	-	(7,051)	-	(7,051)
Balance 31 Dec 2016	230,576	185,874	64,984	481,434
<b>Depreciation and impairment</b>				
Balance 1 Jan 2016	27,526	78,081	-	105,607
Disposals	-	(6,912)	-	(6,912)
Depreciation	14,001	24,080	10,193	48,274
Balance 31 Dec 2016	41,527	95,249	10,193	146,969
<b>Carrying amount 31 December 2016</b>	<b>189,049</b>	<b>90,625</b>	<b>54,791</b>	<b>334,465</b>
Balance 1 Jan 2015	32,319	167,996	-	200,315
Additions	198,257	103,722	25,502	327,481
Disposals	-	(92,045)	-	(92,045)
Balance 31 Dec 2015	230,576	179,673	25,502	435,751
<b>Depreciation and impairment</b>				
Balance 1 Jan 2015	16,978	144,556	-	161,534
Disposals	-	(84,594)	-	(84,594)
Depreciation	10,548	18,119	-	28,667
Balance 31 December 2015	27,526	78,081	-	105,607
<b>Carrying amount 31 December 2015</b>	<b>203,050</b>	<b>101,592</b>	<b>25,502</b>	<b>330,144</b>

All depreciation and impairment charges (or reversals if any) are included within "depreciation and amortisation" and "impairment of non-financial assets".

## 10 Other assets

Other assets consist the following:

	2016	2015
	\$	\$
<b>Current</b>		
Prepayments	165,392	124,039
Accrued income	30,186	71,276
	<b>195,578</b>	<b>195,315</b>

## 11 Trade and other Payables

Trade and other payables recognised consist of the following:

	2016	2015
	\$	\$
<b>Current</b>		
Trade payables	215,681	152,688
Other creditors and accruals	160,971	224,022
	<b>376,652</b>	<b>376,710</b>

All above liabilities are short-term. The carrying values are considered to be a reasonable approximation of fair value.

## 12 Employee remuneration

### 12.1 Employee benefits expense

Expenses recognised for employee benefits are analysed below:

	2016	2015
	\$	\$
Wages, salaries	1,592,418	1,370,029
Superannuation – defined contribution plans	149,779	130,218
Employee benefit provisions	4,680	28,698
<b>Employee benefits expense</b>	<b>1,746,877</b>	<b>1,528,945</b>

### 12.2 Employee benefits

The liabilities recognised for employee benefits consist of the following amounts:

	2016	2015
	\$	\$
<b>Current</b>		
Annual leave	144,817	140,137
Long service leave	128,768	100,415
Payroll	13,430	78,940
	<b>287,015</b>	<b>319,492</b>
<b>Non-current</b>		
Long service leave	15,701	30,800

## 13 Other liabilities

Other liabilities can be summarised as follows:

	2016	2015
	\$	\$
Deferred income	1,663,161	1,865,109
<b>Other liabilities - current</b>	<b>1,663,161</b>	<b>1,865,109</b>

Deferred income consists of government grants received in advance for services to be rendered by the Company and member services paid in advance. Deferred income is amortised over the life of the contract.

## 14 Auditor remuneration

	2016	2015
	\$	\$
<b>Audit and review of financial statements:</b>		
<ul style="list-style-type: none"> <li>auditors of The Speech Pathology Association of Australia Ltd – Grant Thornton Australia</li> </ul>	15,800	16,970
<b>Other services:</b>		
<ul style="list-style-type: none"> <li>taxation compliance – Grant Thornton Australia</li> </ul>	4,500	4,500
<b>Total auditor's remuneration</b>	<b>20,300</b>	<b>21,470</b>

## 15 Reconciliation of cash flows from operating activities

	2016	2015
	\$	\$
<b>Cash flows from operating activities</b>		
Net surplus/(deficit) for the period	287,820	(24,422)
<i>Non-cash flows in operating surplus/(deficit):</i>		
• depreciation and amortisation	57,238	14,174
• loss/(profit) on sales of property, plant and equipment	139	4,997
• other- income tax	39,992	2,931
<i>Net changes in working capital:</i>		
• change in trade and other receivables	(89,664)	(4,211)
• change in other assets	(2,396)	7,241
• change in trade and other payables	(58)	139,138
• change in other liabilities	(201,948)	404,143
• change in provisions	(47,576)	46,559
<b>Net cash from operating activities</b>	<b>43,457</b>	<b>590,551</b>

## 16 Related party transactions

The Company's related parties include its key management personnel and related entities.

Unless otherwise stated, none of the transactions incorporate special terms and conditions and no guarantees were given or received. Outstanding balances are usually settled in cash.

### 16.1 Directors and key staff remuneration

	2016	2015
	\$	\$
Directors and key staff remuneration	<b>207,248</b>	<b>202,254</b>

Payment of remuneration of Directors represents the National President honorarium paid to their employer and remuneration of executive staff.

## 17 Contingent liabilities

There are no contingent liabilities that have been incurred by the Company in relation to 2016 or 2015.

## 18 Leases

### 18.1 Operating leases as lessee

The Company's future minimum operating lease payments are as follows:

	Minimum lease payments due			Total
	Within 1 year	1 to 5 years	After 5 years	
	\$	\$	\$	\$
31 Dec 2016	157,195	389,475	-	546,670
31 Dec 2015	149,666	546,969	-	696,635

Lease expense during the period amount to \$149,966 (2015: \$98,017) representing the minimum lease payments.

The property lease commitments are non-cancellable operating leases with lease terms of five (5) years. Increases in lease commitments may occur in line with CPI or market rent reviews in accordance with the agreements.

### 18.2 Operating leases as lessor

The Company's future minimum lease receipts are as follows:

	Minimum lease payments due			Total
	Within 1 year	1 to 5 years	After 5 years	
	\$	\$	\$	\$
31 Dec 2016	-	-	-	-
31 Dec 2015	79,746	116,783	-	196,529

Lease income during the period amount to \$69,843 (2015: \$79,746) representing the lease receipts from the tenant who has defaulted on the lease. A new memorandum of understanding has been prepared with a new tenant effective February 2017, therefore at 31 December 2016 there are no future lease receipts.

## 19 Commitments

The Company has no commitments to note as at 31 December 2016.

	2016	2015
	\$	\$
<b>Betty Usher Lecture Fund</b>		
Opening balance	66,680	65,927
Interest income	2,089	1,853
Funding support	(195)	(1,100)
<b>Closing Balance</b>	<b>68,574</b>	<b>66,680</b>
<b>Murie Pollen Fund</b>		
Opening balance	13,675	32,664
Interest income	428	1,011
Funding support	-	(20,000)
<b>Closing balance</b>	<b>14,103</b>	<b>13,675</b>
<b>Nadia Verrell Scholarship</b>		
Opening balance	5,000	5,000
Deposit	5,000	5,000
Funding support	(5,000)	(5,000)
<b>Closing balance</b>	<b>5,000</b>	<b>5,000</b>

Balances for the Betty Usher Fund, Nadia Verrell Scholarship and Murie Pollen Fund are shown in the balance sheet as part of the Bequests Term Deposit. Funds were merged in 2009 to be held as one term deposit account.

Murie Pollen funding support in 2015 includes \$10,000 provided to speechBITE™ for the 2016 year which will be deducted from the term deposit when it expires in April 2017.

## 21 Post-reporting date events

A new tenant has signed a memorandum of understanding for leasing Bank Place with effect from 13 February 2017, this is for a three year lease.

## 22 Members' guarantee

The Company is incorporated under the *Corporations Act 2001* and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum \$100 each towards meeting any outstanding obligations of the entity. At 31 December 2016, the total amount that members of the Company are liable to contribute if the Company wound up is \$754,800 (2015: \$692,900).

## Directors' declaration


In the opinion of the Directors of The Speech Pathology Association of Australia Ltd:

a. The financial statements and notes of The Speech Pathology Association of Australia Ltd are in accordance with the Corporations Act 2001, including:

- i Giving a true and fair view of its financial position as at 31 December 2016 and of its performance for the financial year ended on that date; and
- ii Complying with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and the Corporations Regulations 2001; and

b. There are reasonable grounds to believe that The Speech Pathology Association of Australia Ltd will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors:



**Gaenor Dixon**  
President



**Belinda Hill (Price)**  
Vice President of Operations

Dated 17 March 2017



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## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE SPEECH PATHOLOGY ASSOCIATION OF AUSTRALIA LTD**

### **Auditor's Opinion**

We have audited the financial report of The Speech Pathology Association of Australia Ltd (the Company), which comprises the statement of financial position as at 31 December 2016, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of The Speech Pathology Association of Australia Ltd is in accordance with the *Corporations Act 2001*, including:

- a giving a true and fair view of the Company's financial position as at 31 December 2016 and of its performance for the year ended on that date; and
- b complying with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

### **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 Company in accordance with the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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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**

Those charged with governance are responsible for the other information. The other information comprises the detailed profit and loss statement, 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 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 Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Corporations Act 2001*. The Directors responsibility also includes 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 Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has 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 Board website at: [http://www.auasb.gov.au/auditors\\_files/ar3.pdf](http://www.auasb.gov.au/auditors_files/ar3.pdf) . This description forms part of our auditor's report.

*Grant Thornton*

GRANT THORNTON AUDIT PTY LTD  
Chartered Accountants

*Eric W Passaris*

Eric Passaris  
Partner - Audit & Assurance

Melbourne, 17 March 2017

## Detailed profit and loss statement

	2016	2015		2016	2015
	\$	\$		\$	\$
<b>Income</b>			<b>Expenses</b>		
Member subscriptions	3,158,447	2,737,710	Advertising	3,743	28,164
Publications income	67,280	41,015	Audit fees	20,449	16,970
Eligibility fees	50,649	47,647	Annual leave accrual	4,680	28,698
Insurance administration fees	82,918	84,020	Audiovisual equipment & display costs	107,184	98,790
Member services	16,348	19,868	Bad debts	18	909
Continuing education	364,326	356,785	Bank charges	36,123	44,030
Conference fees	494,337	334,874	Betty Usher expenses	195	1,100
Professional resources & reimbursements	298,190	108,668	Body corporate fees	16,207	11,824
Interest received	105,452	121,304	Catering	346,188	221,183
Sundry income	3,750	7	Cleaning	5,862	3,038
Copyright royalties received	28,197	25,702	Computer operations & maintenance	146,881	114,955
Grants	379,523	370,593	QRBLF grants	30,000	30,000
QRBLF	32,990	29,933	Consultant fees	656,759	534,106
Project management fee - grants	55,963	54,765	Continuing education	86,035	119,565
Project management fee-QRBLF	10,389	10,269	Depreciation	48,274	28,666
Rental income – Bank Place	69,844	44,487	Equipment & fittings	364	8,010
Resource guide	5,535	4,236	Grants-research	25,700	57,800
Loss on sale of assets	(139)	(4,997)	Honorarium & grants	81,046	79,831
<b>Total income</b>	<b>5,223,999</b>	<b>4,386,890</b>	Insurance	17,846	20,780
			Interest	(4,976)	-
			Legal & professional fees	30,127	21,618
			Light & power	7,724	5,248
			Long service leave accrual	13,254	30,778
			Merchandise expenses	21,187	14,071
			Member services	19,113	20,475
			Payroll tax	58,509	47,555
			Postage & freight	51,041	39,882
			Printing & stationery	120,959	88,861
			Publications – JCPSLP	65,290	82,608
			Publications – Speak Out	90,720	79,375
			Publications – IJSLP	306,175	313,497
			Repairs & maintenance	570	755
			Rent - Branches	-	55
			Rent expenses Bank Place	3,242	13,403
			Relocation expenses	-	8,963
			Lease – William St	206,860	175,783
			Salaries & workcover	1,603,756	1,377,538
			Training & development	47,721	62,151
			Secretariat services	9,449	6,068
			Staff amenities	2,442	2,578
			Staff hiring expenses	35,629	14,395
			Subscriptions	52,663	54,667
			Sundry expenses	25,804	23,117
			Superannuation	149,779	130,218
			Telephone, internet & teleconference	31,157	26,920
			Travelling expenses	259,770	197,600
			Venue hire	54,668	121,783
			<b>Total expense</b>	<b>4,896,187</b>	<b>4,408,381</b>
			<b>Profit from ordinary activities before income tax</b>	<b>327,812</b>	<b>(21,491)</b>



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