

Disability Discrimination Legal Service

ABN 36 079 687 722

Annual Report

2011/2012

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Statement of Purpose

1. To promote the objectives of the Disability Discrimination Act (Cth) 1992 and the Equal Opportunity Act 1995 (hereafter referred to as 'the Acts') in relation to disability/impairment which are:
2.
 - The elimination of discrimination on the basis of disability;
 - That people with disabilities have a right to equal treatment before the law and;
 - To promote community understanding that people with disabilities have the same fundamental rights as the rest of the community.
 -
3. To provide leadership in State, Federal, and International for legal and policy reform in areas where there continues to be systemic failure that leads to discrimination on the grounds of disability or impairment.
4. To collaborate with community legal centres and disability advocacy agencies across Victoria to provide free and readily accessible legal advice, referral and casework services to people with disabilities and to people/organisations who assist or work for people with disabilities in relation to issues relevant to the Acts and domestic and international human rights instruments.
5. To initiate and participate in the development of education outreach and information distribution to promote further awareness of the Acts and human rights legislation to consumers and the community.
6. To initiate, and participate in reviewing legislation relevant to the needs of people with disabilities achieve law reform outcomes for people with disabilities that as a natural consequence, reduce discrimination.

Vision

There are no barriers to full inclusion of people with disabilities.

Mission

To lead legislative and policy reforms that promote person with disabilities freedom and opportunities to achieve their life goals unhindered by prejudice, discrimination or injustice. To provide a high quality, professional, accountable and timely legal service to people with disabilities in the area of discrimination.

Values

People with disabilities have the right to:

- ✚ the same opportunities as others;
- ✚ be treated with respect as clients and members of the community;
- ✚ full access to the judicial system in order to pursue their human rights at law.

Service Profile

The Disability Discrimination Legal Service Inc. (DDLS) is a state-wide Community Legal Centre dedicated to the elimination of discrimination based on disability.

DDLS is funded by the Federal and the State Attorney's-General, and administered through the Victoria Legal Aid (VLA) Community Legal Centre (CLC) Funding Program. We thank them for their ongoing assistance and support. Funding for the financial year was as follows:

Commonwealth	\$186,344.00
State	\$ 41,528.00

DDLS undertakes casework for people with disabilities under the *Disability Discrimination Act (Cth 1992)* ("DDA"), and the *Equal Opportunity Act (Vic 1997)* ("EOA"). This involves providing advice and on-going assistance to people with cases before the Australian Human Rights Commission, the Federal Court and the Federal Magistrates Court, the Victorian Equal Opportunity & Human Rights Commission and the Anti Discrimination List of the Victorian Civil and Administrative Tribunal ("VCAT"). In addition the Service supports people who decide to conduct their own cases and likewise assists disability advocates to take up cases on behalf of their clients.

DDLS recognises the importance not only of direct casework assistance but also the need to increase awareness of rights and responsibilities under disability discrimination laws through strategic community legal education ("CLE") projects. Increasingly, these projects engage people with disabilities in the delivery of services or developing CLE resources and publications produced in hard copy or available on the internet.

We also work toward reform of the law and areas of public and private policy through activities such as research, projects, lobbying and submission writing. Through challenging and changing discriminatory laws and procedures, the Service can assist many more people with disabilities than would otherwise be possible.

DDLS is open five days per week, 9.00am to 5.00pm with two evening advice sessions per week. Legal advice is provided by telephone or face-to-face appointment where necessary. Community legal education is increasingly targeted and planned in advance and inquiries can be made directly to the Service. In addition, information about the Service, the relevant law and useful links can be accessed through the Service's Internet site located at www.communitylaw.org.au/ddls. However, web sites can never be a substitute for informed advocacy; rather they provide another avenue for information access for people with disabilities who have the skills and resources to enable access to relevant technologies. Our main publication, *Using Disability Discrimination Law* can be downloaded from the DDLS website or hardcopies can be ordered from Victoria Legal Aid by phone order – 9269 0223 or 1800 677 402 (country callers).

The challenge for the Service has always been to provide targeted strategies to assist as many people as possible given very limited resources. The criteria for casework assistance therefore are primarily based on public interest principles. The other consideration is, of course, whether or not the client can find appropriate legal advice

and representation elsewhere, and their capacity to meet any associated costs. Information and community legal education are provided free to people with a disability. Service providers, businesses and other organisations with the capacity to meet the associated costs of providing these services are duly charged for them. As an ATO registered Donation and Gift Recipient, the Service can only charge a set amount determined as the 'cost price' for these services but can, of course, accept donations.

The community based management committee undertakes management of strategic decision-making, finances, policy direction and evaluating service delivery. The committee is made up of members of interested organisations and individuals. It meets bi monthly and otherwise as required and is elected from the membership annually. People with disabilities are strongly encouraged to be involved.

Membership of the organisation is free and open to all who share the philosophy of the Service. Interested people are encouraged to contact the Service to find out about how to become a member. Volunteers are an increasingly important part of the work of the DDLS and this will continue to be a focus for the continued provision of services. Various roles within the organisation provide an array of opportunities for people who wish to contribute their time and energy to the important work the Service does. Please contact the Service for details of how to become a DDLS Volunteer.

Disability Discrimination Legal Service Inc
Level 2
247-251 Flinders Lane
Melbourne VIC 3000

Ph: (03) 9654-8644
Fax: (03) 9639-7422
TTY (03) 9654-6817
Country Callers: 1 300 882 872
Email: info@ddls.org.au
Web: www.communitylaw.org.au/ddls

Committee of Management

The Committee of Management is responsible for the DDLS' strategic direction and the development of organisation policies, procedures and practices in collaboration with staff and management. Members for the financial year were as follows:

Chairperson:	Jan Ashford
Vice Chairperson:	Dr Martin Leckey
Secretary/public officer:	Julie Phillips
Treasurer:	Bill Ford
Members:	Robert Pask
	Jane Simmonds
	Martin Grillo
	Lorraine Rodrigues
Observer:	Tim Greenall

Staff Members

Manager
Principal Solicitor
Solicitor & Community Legal
Education Coordinator
Caseworker
Administrative Officer

Julie Phillips
Placido Belardo

Deborah Randa
Chelsea Candy
Anna Leyden

Chairperson's Report

July 2011 – June 2012 Chairperson's Report:

I would like to thank the Board for its continued dedication and commitment to our work.

I would particularly like to pay tribute to Martin Leckey who resigned at the end of the financial year after nine years of service. Martin's interest and passion for the rights of people with disabilities has seen him make a substantial and long-term commitment to our organisation, for which we are extremely grateful. It has been rare over his nine years that Martin has missed a meeting, or any extra workshops or planning days that were required during this period. We know that Mark will continue to be involved in standing up for the rights of people with disabilities, and have very much appreciated his substantial contribution to DDLS.

We also would like to thank Jane Simmonds for her time on the board, and at the same time welcome Martin Grillo who is an active member of the disability community and whom we look forward to having as a member of our Board.

Our staff continue to cover an enormous amount of ground providing individual assistance to people with disabilities, despite its small size. DDLS continues to ensure that the issues facing people with disabilities are aired as broadly as possible, and we would like to particularly thank the manager, Julie Phillips, for her work in this regard.

Jan Ashford
Chairperson



Manager's Report

It is unfortunate for people with disabilities, that we again report an extremely busy year.

It is disappointing that no matter the number of human rights tools, their review and improvement, very little seems to change on the ground regarding the treatment of people with disabilities in Victoria.

Once again, the most common single respondent to discrimination claims received by our organisation was the Department of Education and Early Childhood Development. The recent release of the Victorian Auditor General Report "*Programs for Students with Special Learning Needs*" and the Victorian Equal Opportunity and Human Rights Commission Report "*Held Back - the Experiences of Students with Disabilities in Victorian Schools*" goes some way to explaining why this is the case. The Auditor General found that the Department of Education had not address the problems it had found in its previous report of 2007. This does not augur well for children with disabilities, and their parents' hopes that more contemporaneous reports will be acted upon.

The Pricewaterhouse Cooper report "*Disability Expectations: Investing in a Better Life, a Stronger Australia*" confirmed that Australians with a disability were experiencing some of the worst conditions in the developed world, particularly in relation to risk of poverty. Naturally, it is very hard to get a job, when you can't get an education.

It continues to be unpleasantly ironic that a significant amount of work that we do is generated due to the failure of government to properly address the needs of people with disabilities, particularly children, who of course, are our future.

The physical and psychological abuse of children with disabilities in government schools, as outlined by the Commission report, is inexplicable.

These are the environmental factors that shape our workload, and present significant barriers to our staff meeting demand.

The remainder of this report sets out our achievements in various areas of our work. These achievements are something we are very proud of, however the greater plight of people with disabilities in Victoria must always be at the forefront of our minds.

It is our goal to treat people with disabilities who come to our service with respect, dignity and compassion. I thank our staff for doing just that.

Julie Phillips
Manager

Collaborations

DDLS has enjoyed working with the following organisations throughout the year:

Children with Disability Australia is the national peak body which represents children and young people (aged 0-25) with disability and their families. DDLS and CDA have worked together to bring attention to the discrimination experienced by children with disabilities.

Communication Rights Australia is an advocacy organisation for people with little or no speech. DDLS work with Communication Rights at numerous organisational levels

Disability Advocacy Victoria is the peak body for independent advocacy organisations within Victoria. DDLS is pleased to be an active board member.

Federation of Community Legal Centres. DDLS continues to be a member of the Federation's Human Rights Working Group.

Youth Disability Advocacy Services provides advocacy services for young people with disabilities. DDLS and YDAS continue to work together in educating young people in relation to their rights.

On 23 February 2012, Victoria Legal Aide (VLA) in partnership with the Public Interest Law Clearing House (PILCH) commenced the Equality Law Service. So far, DDLS had collaborated with the VLA/PILCH Equality Law Legal Service in at least one case before the Federal Magistrates Court about physical disability access in properties owned by an owner's corporation, or more commonly known as a body corporate¹.

The Equality Law Legal Service (ELS) had also referred clients to DDLS as the ELS may not provide assistance to those who do not meet its client eligibility criteria². The two centres continue to collaborate on discrimination matters.

¹ The case was resolved following a successful mediation conference.

² The ELS has an income test for prospective clients.

Casework Program Report

Anti-discrimination work

When the DDLS was established over 15 years ago, the principal objective and casework funding brief was to provide legal advice, advocacy and support to clients with disabilities in relation to their claims or potential claims of disability discrimination under the Victorian *Equal Opportunity Act* (the "EOA") or the Federal *Disability Discrimination Act* (the "DDA")³. The founding members were driven by a state of inequality that caused so much detriment to those who we are re made more vulnerable because of their disabilities. To date, disability related cases of discrimination still comprise the bulk of the types of claims made under both these laws.⁴ This trend continues. There has also been a marked increase in the number of claims being made, hence DDLS has not waived in its attempt to advocate against individual or systemic discrimination; and provide representation to clients.

The motivation to fight any form of discrimination led DDLS to commence a pilot project to assist clients who have been discriminated by reason of attributes other than disability.⁵ This type of work is not new to DDLS, as DDLS clients include those who have disabilities and other attributes; for example, discriminated against due to disability and race, age, or pregnancy status.

Moreover, the anticipated consolidation of federal discrimination laws⁶ may also become the basis of a more consolidated case work program for DDLS and its counterpart community legal centres in Australia, hence DDLS lawyers are hoping that the project will be extended and eventually become a permanent part of the DDLS casework program.

³ industrial legislation, such as the *Workplace Relations Act*, replaced later by the *Fairwork Act* also contain similar prohibitions against disability discrimination in employment

⁴ The Victorian Equal Opportunity and Human Rights Commission (VEOHRC) reported 818 disability complaints out of 3376 complaints filed in 2011/2012. Out of 1174 complaint files, disability discrimination was the highest attribute of complaint. With the Australian Human Rights Commission AHRC last year, disability discrimination was 38 % of the 2152 complaints lodged.

⁵Equal Opportunity Act 2010 - SECT 6- The following are the attributes on the basis of which discrimination are prohibited - age; breastfeeding; employment activity; gender identity; disability; industrial activity; lawful sexual activity; marital status; parental status or status as a carer; physical features; political belief or activity; pregnancy; race; religious belief or activity; sex; sexual orientation; and personal association (whether as a relative or otherwise) with a person who is identified by reference to any of the above attributes

⁶ In September 2011, the Attorney-General's Department released a Discussion Paper on the Consolidation of Racial Discrimination Act, Disability Discrimination Act, Age Discrimination Act and the Sex Discrimination Act inviting the public to provide submissions. The Commonwealth Government is yet to release Exposure draft legislation.

The following select cases illustrate the different forms or manner of unlawful discrimination that clients reported to DDLS . With the assistance of student volunteers and practitioners who had donated their time and skill, the complaints were resolved (or moving to resolution) through the conciliation and mediation processes of the Victorian Equal Opportunity and Human Rights Commission, the (Federal) Australian Human Rights Commission (“AHRC”), the Victorian Civil and Administrative Tribunal and the Federal Magistrates Court⁷.

- 1) JT v School. Failure to provide adequate Individual Learning Plan (ILP) for a student with Asperger’s Syndrome. This was resolved with a new ILP.
- 2) RC v School. Suspension of student due to behavior arising from disability. Resolved – student was provided with a transitions plan and new ILP
- 3) M v School- Refusal to provide additional hours of integration support. Resolved- compensation was provided.
- 4) MC v Regional Local Govt. Employee failed standard medical but testing was not relevant to his duties. Resolved- compensation
- 5) RM v Aged Cared Facility. Offensive remarks made about symptoms of disability. Resolved- compensation paid to the client.
- 6) RT v XX Tours. Elderly person with mobility impairment excluded and sent home from European tour. Matter was resolved with full refund and compensation paid to client.
- 7) RM v Commonwealth. Victimisation of employee who made discrimination complaint. Matter resolved with compensation paid to client.
- 8) IF v Evangelical Ministry. Seminar was not accessible to deaf participants. Matter resolved - client was provided with real time captioning and compensation
- 9) JB v Hair Salon. Apprentice with intellectual disability was not accommodated during her placement. Resolved- compensation paid to client.
- 10)AW v XX Cruise. Denial of services to passenger with complex medical needs. Resolved- compensation paid to client.
- 11)Mr D v Restaurant
Client is legally blind and has a Seeing Eye dog. His sister in law went to the respondent restaurant to make a booking for that evening. When she asked for a table that would accommodate a seeing eye dog due to her brother in law being blind, her request was refused. The client telephoned the restaurant and offered to show credentials that set out his right to use a seeing eye dog but this was refused. The matter was resolved at conciliation with a written apology by the owner of the restaurant, evidence of completion of antidiscrimination training for staff, and a \$3,000 donation to a charity of the client’s choice.

⁷ The identities of the parties have been changed to comply with privacy legislation and terms of settlement.

12) Mr A and Mrs B v Owners Corporation

Client was discriminated against as an associate and victimised by a body corporate in relation to access to premises. DDLS collaborated with VLA who represented the client's son. The owners' corporation agreed to pay a significant settlement amount and attend anti-discrimination training. In addition, they offered to ask their owners corporation manager to speak about the case at an industry conference and write letters to their local MP, the Human Rights Commission, and Strata Communities Australia asking for further guidance about this complex issue.

13) Ms S on behalf her son v Private School

Client was a young boy with Prader Willi Syndrome. The boy had trial placement prior to enrolment at a progressive private school, but at the end of trial was refused enrolment. The matter was resolved at conciliation with a substantial settlement payment a confidential statement of regret, anti discrimination training for teachers and a review of enrolment policy.

14) Ms B v Nursing Home

Client is an elderly woman with multiple chemical sensitivities and food allergies in a Nursing home which has refused to make or made insufficient reasonable adjustments to its services, such as staff wearing perfumes /deodorants, use of cleaning products around the client and appropriate diet for the client. After lengthy correspondence with the other party's solicitor, most of the issues were addressed.

15) Mr. R v Airline

Client and his wife were at a US airport getting ready to board a plane to Australia when the ground staff provided services in a discriminatory manner due to a passenger's physical disability and physical feature (tattoos) the matter was resolved with client receiving monetary as well as compensation in kind (2 tickets to LA).

16) Ms K v Tertiary Institute

Client was accepted and encouraged to enrol in the Diploma of Community Services course at a private educational institution because of her extensive previous skills and knowledge. However after it was discovered she had PTSD the head of the school began to treat her unfavourably. She ultimately abandoned the course. As a result of a letter of demand and communication with

the respondent, the matter was resolved to the client's satisfaction with a refund for the course she began.

17) Ms A v University

Client was a young Muslim woman on scholarship studying a medical course at a reputable university. She claimed she failed the practical component of a subject as a result of both racial/religious and disability discrimination at the university and the teaching hospital. The failure meant that her course would take a year longer and she was in jeopardy of losing her scholarship. She made an application to VCAT in relation to both disability and religious discrimination. The matter was resolved with financial compensation.

Systemic and Public Interest Issues in Cases at VCAT/Federal Magistrates Court

1. CB v State – whether or not a person with positive HIV status is able to perform the inherent requirements of police work.
2. PB v University- whether or not examination is an indispensable part of student assessment.
3. DR v A Owners Corporation- whether or not incorporated associations are liable for inadequate physical access at a multi purpose building/facility.
4. JP v University- whether a person with a speech impairment may qualify to be a counselor.

Placido Belardo
Principal Solicitor

Deborah Randa
Solicitor



New Discrimination Clinic

Since its inception, the DDLS has been handling matters of dual discrimination. Not only have our clients comprised people with disabilities, but they have also had other attributes that were inextricably linked with discriminatory conduct.

To that end, the DDLS applied for funding from the Commonwealth to run a time-limited project comprising an evening discrimination service which concentrated on other attributes.

The new discrimination service now has given numerous advices and is handling a full caseload, including three age discrimination matters, a mixed race and disability complaint, a religious affiliation complaint, a sexual harassment complaint and two family responsibilities complaints. The knowledge and experience of the DDLS generally in disability matters has been very useful to draw on in getting the service up and running and we are now receiving a steady stream of calls and appointments.

A number of interested volunteer lawyers (approximately 12) have been identified for assistance in answering the night service calls, and training these volunteers and getting them online is the next step in the project.

Chelsea Candy
Solicitor



Community Legal Education Program Report

Community Legal Education (CLE) at the DDLS aims to raise community awareness about the law and legal processes related to disability discrimination, to increase the ability of community members to understand and critically assess the impact of anti discrimination laws; improve community members' ability to participate in the legal system, and create a climate that promotes participation in the law-making process and inspires efforts to pursue law reform through collective action.

Basically CLE covers everyday activities that range from listening to community members, talking with tertiary school groups, explaining what DDLS does to various organisations, doing interviews with local media, developing seminars and associated material and providing web information. CLEs provide information and opportunities to ask questions, share ideas and develop strategies that may address gaps in the legal system; they may assist someone to find a solution to a legal problem before it becomes difficult, complicated and possibly expensive; and they can influence law reform work and make broad systemic change

DDLS designs Community Legal Education workshops specifically to suit the needs of community organisations, community groups and the general public. The following CLE sessions were held in the last financial year.

PRESENTED TO

SUBJECT

Mental Health Legal Service

Your Rights - Disability
Discrimination

Mental Health Legal Service/
access program to patients at
Thomas Embling Hospital

Know Your Rights - Disability
Discrimination

Manningham City Council

DDA, EOA - Access and Inclusion

Nuanua O Le Alofa (NOLA)-
Samoan Disabled Person's
Organisation and Disability
Promotion and Advocacy
Association of Vanuatu (DPAAV)

Nuanua O Le Alofa (NOLA)-
Samoan Disabled Person's
Organisation and Disability
Promotion and Advocacy
Association of Vanuatu (DPAAV)

Epilepsy Foundation

Epilepsy and Employment
Information Session

NACLS

Disability Vilification: Do we need
new laws?

Belgrave Community Centre	Your Rights
Disability Advocacy Conference	Activism and Discrimination
Disability Advocacy Conference	20 years of the DDA
Disability Advocacy Conference	Disability Vilification
NDCO Western Melbourne Region 12/ C-RMIT University	Legal Rights Entitlements and Responsibilities
Various Organisations	Access to Premises Standards Under the DDA 1992
Mental Health Legal Service presentation to patients at Thomas Embling Hospital	Legal Rights Re: Disability Discrimination
Bendigo Secondary College	Learning Disabilities and Education

DLS invites those interested in community legal education sessions to contact us directly.

Deborah Randa
CLE Co-ordinator
2012

Policy and Law Reform Program Report

The following submissions were made throughout the year.

1. **Access to and Interaction with the Justice System by People with Intellectual Disability and Their Families and Carers**
Response Department of Victoria Law Reform Committee Inquiry
(Joint Submission through the Federation of Community Legal Centres)
2. **Australia's National Human Rights Action Plan**
Attorney General's Department
3. **Disability Standards for Education (Disability Discrimination Act)**
Department of Education, Employment and Workplace Relations
4. **Consolidation of Commonwealth Anti-discrimination Laws**
Assistant Secretary, International Human Rights and Anti-Discrimination Branch
– Attorney-General's Department
5. **Students with Disabilities in Victorian schools**
Victorian Equal Opportunity and Human Rights Commission
6. **National Disability Strategy 2010-2020**
Office for Disability
7. **Disability Vilification**
Law Reform Commission and Attorney General's Office

For a copy of any submissions, please contact the office – some are on our website.

Volunteer and Student Program Report

DDLS would like to again express its appreciation to our volunteers. Derived mostly from law students and lawyers, our volunteers approach us independently, or are put forward by Universities for placement.

A requirement of DDLS is that volunteers spend at least six months with us – however it has been a testament to the commitment of some of our volunteers that is the fact that they have stayed significantly longer. Volunteers have assisted us in all manner of ways, including research and submission work. We acknowledge their efforts and appreciate their time.

Volunteers have helped us in the following areas:

- provision of general information and referral;
- case summaries;
- research;
- submissions;
- administrative support;
- law reform; and
- supporting solicitors in their casework.

Anna Leyden

Julie Phillips



Auditor's Report and Financial Statements



J L COLLYER & PARTNERS
ACCOUNTANTS & AUDITORS

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INDEPENDENT AUDITOR'S REPORT

To the members of **DISABILITY DISCRIMINATION LEGAL SERVICE INC**

Report on the Financial Report

We have audited the accompanying financial report, being a special purpose financial report, of Disability Discrimination Legal Service Inc comprising the balance sheet as at 30th June 2012, and the income statement, statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Report

The management of Disability Discrimination Legal Service Inc is responsible for the preparation and fair presentation of the financial report and has determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report are appropriate to meet the needs of the members. The management's responsibility also includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. We conducted our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report on order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Management's financial reporting requirement. We disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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


Independence

In conducting our audit, we have complied with the relevant independence requirements.

Auditor's Opinion

In our opinion the financial report of Disability Discrimination Legal Service Inc.

- (a) gives a true and fair view of Disability Discrimination Legal Service Inc's financial position as at 30th June 2012 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1.


Janet Collyer
J.L. COLLYER & PARTNERS

28th September 2012

DIRECTORS
JANET L. COLLYER FCPA
LIONEL R. ARNOLD CA B.BUS
RAELENE LAI CPA B.COM



Chartered Accountants

LIABILITY LIMITED BY A SCHEME APPROVED
UNDER PROFESSIONAL STANDARDS LEGISLATION

Disability Discrimination Legal Service Inc
Balance Sheet
As at June 30, 2012

	2011/12	2010/11
	\$	\$
Current Assets		
Cash on Hand	100	103
Cash at Bank		
Cash Management Account	123	8,368
Cheque Account	7,679	(19,650)
Donations account	1,404	1,154
Term Deposit 43452	173,193	165,000
Term Deposit 43460	68,404	85,000
Accrued Interest		3,603
Prepayments	1,602	2,142
Sundry Debtors		1,009
	252,504	246,729
Fixed Assets		
Leasehold Improvements at Cost	25,071	25,071
Less Accumulated Depreciation	(628)	(181)
Total Leasehold Improvements	24,443	24,890
Plant & Equipment at Cost	36,873	46,150
Less Accumulated Depreciation	(31,990)	(29,815)
Total Plant & Equipment	4,883	16,335
Total Fixed Assets	29,326	41,225
TOTAL ASSETS	281,830	287,954
Current Liabilities		
VLA Grant in advance	52,347	
Accounts Payable	10,056	12,159
Annual Leave	32,614	20,417
Total Current Liabilities	95,017	32,576
Non Current Liabilities		
Long Service Leave	24,859	24,512
Total Non Current Liabilities	24,859	24,512
TOTAL LIABILITIES	119,875	57,088
NET ASSETS	161,955	230,866
EQUITY		
Asset Revaluation Reserve	14,143	14,143
Prior Period Adjustments	8,846	
Retained Earnings	216,723	253,166
Deficit for Year	(77,757)	(36,443)
RETAINED SURPLUS FOR THE YEAR	161,955	230,866

Disability Discrimination Legal Service Inc
Income Statement
For Year Ended 30 June 2012

	<u>2011/12</u>	<u>2010/11</u>
	\$	\$
INCOME		
Commonwealth (Recurrent)	186,344	182,507
State (Recurrent)	41,528	40,015
Service Generated Income		
Interest	11,881	9,879
Community Legal Education	600	91
Fundraising/Donations	250	
Miscellaneous	1,646	898
Total Income	<u>242,249</u>	<u>233,390</u>
EXPENDITURE		
Salaries	172,237	168,133
Superannuation	16,415	14,007
On Costs	13,044	7,086
Communications	12,296	10,647
Finance/Audit/Accounting Fees	10,195	12,184
Library, Resources & Subscriptions	5,630	5,528
Office Overheads	3,754	9,804
Conferences	1,372	
Depreciation	2,622	5,659
Other Premises Costs	446	728
Programming and Planning	1,254	1,549
Minor Equipment < \$1,000	330	3,006
Rent	25,227	25,008
Repairs & Maintenance		3,425
Staff Recruitment	184	
Staff Training	1,755	1,109
Travel	898	1,960
VLA Grants in Advance	52,347	
Total Expense	<u>320,006</u>	<u>269,833</u>
Surplus/(Deficit)	<u><u>(77,757)</u></u>	<u><u>(36,443)</u></u>

DISABILITY DISCRIMINATION LEGAL SERVICE INC.
STATEMENT OF CASH FLOWS
For the year ended 30th June 2012

	<u>2012</u>	<u>2011</u>
CASH FLOW FROM OPERATING ACTIVITIES		
Receipts from government grants - recurrent	227,872	222,522
Receipts from other sources	3,505	2,433
Interest received	15,483	9,879
Payments to suppliers & employees	(235,935)	(258,687)
	-----	-----
Net cash provided by (used in) operating activities	10,925	(23,853)
CASH FLOW FROM INVESTING ACTIVITIES		
Proceeds from sale of plant & equipment		
Payments for purchase of plant & equipment	-	(16,311)
Payments for leasehold improvements	-	(21,041)
	-----	-----
Net cash provided by (used in) investing activities	-	(37,352)
CASH FLOW FROM FINANCING ACTIVITIES		
Proceeds from borrowings	-	-
Repayment of borrowings	-	-
	-----	-----
Net cash provided by (used in) financing activities	-	-
Net increase (decrease) in cash held	10,925	(61,205)
Cash at the beginning of reporting period	239,976	301,181
	-----	-----
Cash at the end of reporting period	250,901	239,976

NOTES TO THE STATEMENT OF CASH FLOWS

NOTE 1. RECONCILIATION OF CASH

(a) Reconciliation of Cash

Cash at the end of the reporting period as shown in the statement of cash flows is reconciled to the related items in the balance sheet as follows:

Cash on Hand	100	103
Cash at Bank	250,801	239,873
	-----	-----
	250,901	239,976
	=====	=====

NOTE 2. RECONCILIATION OF NET CASH PROVIDED BY OPERATING ACTIVITIES TO OPERATING PROFIT

Operating Profit(Loss) after income tax	(77,757)	(36,443)
Prior Year Adjustment	4,639	-
Depreciation	2,623	5,660
Increase/(decrease) in provisions	12,543	9,918
(Increase)/decrease in current receivables	4,611	56,060
Increase/(decrease) in creditors and accruals	2,102	(6,879)
(Increase)/decrease in other assets	9,277	-
(Increase)/decrease in prepayments	540	2,447
Increase/(decrease) in grant in advance	52,347	(54,616)
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	10,925	(23,853)
	=====	=====